



An Update from the Office of Diversity and Inclusion: Spring 2009 (January - June)

Established in 1971, the Office of Diversity and Inclusion (ODI), formerly the Office of Human Relations Programs, is the equity, compliance and diversity education arm of the Office of the President at the University of Maryland, College Park. ODI investigates complaints of discrimination and harassment under the Human Relations Code, conducts Sexual Harassment Prevention Program training, and provides proactive diversity education for students, staff, and faculty on the broad array of issues related to multiculturalism.

New and Noteworthy:

ODI collaborated with the Provost's Office to augment the reach of the Provost's Conversations on Diversity, Democracy, and Higher Education by creating video and audio podcasts of the events. ODI also held follow up conversations during the lunch hour on the subsequent day to create further conversation around the topics raised in the Provost's Conversation. These podcasts are available here: www.provost.umd.edu/diversity/provostsconversations.html



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Equity and Compliance

- Complaints and matters regarding discrimination and harassment have been steady. This semester ended with **20 additional cases under intake** under the Human Relations Code.
- The Sexual Harassment Prevention Program delivered **9 campus-wide workshops**. Approximately **200 employees and students** experienced these workshops.
- The Sexual Harassment Prevention Program also collaborated with the College of Agriculture and Natural Resources to **prepare and deliver large-scale webcast trainings** on sexual harassment prevention from a high-tech conference room. Also collaborated with the Department of Public Safety to create a bilingual (English/Spanish) sexual harassment prevention presentation for employees of various universities and outside contractors who work at the **Shady Grove Universities Consortium. 180 employees attended.**
- The Sexual Harassment Prevention Program updated and conducted a **day-long Training of Trainers workshop** to prepare other members of the campus to do sexual harassment prevention training. Collaborated with the Health Center, University Human Resources, and the Office of Legal Affairs to make this TOT available.

Diversity Education

- *Words of Engagement Intergroup Dialogue Program* conducted six dialogues **servng just over 75 students every week for eight weeks**. WEIDP also provided its facilitators training on the use of Marshall Rosenberg's Non-Violent Communication techniques.
- ODI continues to work with its University of Michigan partner to complete the Multi-University "Multiversity" Grant. Part of this work has been the **development of a book** that highlights successful intergroup dialogue programs.
- In collaboration with the Provost's Office and the Office of Multi-Ethnic Student Education (OMSE), ODI **hosted 6 independent study students** who worked on projects related to intergroup dialogue, student persistence in college, and the *La Familia* Mentoring Program.
- Diversity Training and Consultation Service held **7 large scale trainings reaching approximately 150 staff and 165 students**. Two of these workshops were for South Campus Resident Assistant Training and for a staff conference in the College of Chemical and Life Sciences.
- Collaborated with the Center for Leadership and Organizational Change (CLOC) to deliver a Peer Consulting Network (PCN) **workshop on use of Consensus Process**.