

# BORDER

# CROSSING

start a conversation with someone you don't know ☺ smile at the people you pass on campus ☺ go one step further, greet the people you pass on campus ☺ get to know the people who clean your office, classroom, or dormitory ☺ take off the headphones ☺ turn up the music ☺ turn down the music ☺ honor spaces for people with disabilities ☺ respect people's beliefs and practices ☺ assume nothing ☺ challenge a stereotype, interrupt a discriminatory act ☺ think for yourself, don't follow the crowd ☺ take the road less traveled ☺

use the library, share a book ☺ examine the words you use, words can hurt ☺ know what's right; do the right thing, not the easy thing ☺ stand up for yourself, stand up for someone else ☺ be nice; when in doubt, be nicer ☺ drive kindly, watch for pedestrians and bicyclists ☺ take a semester abroad, share what you learned ☺ create a safe space for someone to come out of the closet ☺ ask for help ☺ offer help to others ☺ meet your roommate's or coworker's friends and family ☺ if you can, fix it (even if you didn't break it)

OHRP Annual Report  
1999-2001

## Building Community at Maryland

☺ learn another language ☺ share your story ☺ say what you think ☺ hold your tongue ☺ write a letter to a campus newspaper ☺ be open to change, try something new ☺ clean up after yourself, pick up litter ☺ give others the benefit of the doubt ☺ take a class on the history of a group to which you belong; take another on a group to which you don't belong ☺ think before you act, then act ☺

join a living and learning community ☺ dance and sing ☺ attend international coffee hour ☺ be a designated driver ☺ hold the door for someone ☺ join a listserv discussion ☺ don't give up ☺ talk it out, don't walk away ☺ walk away, don't raise fists ☺ paint a mural ☺ turn off the computer ☺ take back the night ☺ accept "no" as an answer ☺ take a chance, risk something ☺ participate in an intergroup dialogue ☺ get to know the people who serve you food on campus ☺ sit someplace new at lunch, in class, and on the bus ☺ destroy dams, build bridges ☺ be creative, express yourself ☺

be an ally ☺ accept critique ☺ engage in self-critique ☺ build interracial friendships ☺ take a deep breath, reflect, relax ☺ be a peer mediator; resolve a dispute, mediate a conflict ☺ remember the past, don't dwell on it ☺ write poetry, recite poetry ☺ exchange 'us' and 'them' for 'we' ☺ talk to your bus drivers, they're students here ☺ listen ☺ listen to anger ☺ listen before you react in anger ☺ admit error, say "I'm sorry" ☺ make friends across generations, learn from oral history ☺ give up dogma and rhetoric, start from scratch ☺

think globally, act locally ☺ don't blame, take responsibility ☺ share your skills; be a tutor, be a mentor, be a role model ☺ hang out at the Union ☺ be a concerned neighbor ☺ seek to understand ☺ sympathize, don't intellectualize ☺ learn from new, fresh, and uncomfortable angles ☺ join a student, faculty, or staff group; get involved ☺ join an intramural team ☺ go somewhere you have never been before ☺ donate your time ☺ think before you speak ☺ believe that everyone is doing the best they can at the time ☺ lead by example ☺ know that no one is silent, though many are silenced; work to change this ☺ collaborate to create ☺ show your friends how to build community ☺ leave the campus community stronger for your presence here ☺

## **Office of Human Relations Programs in Summary**

During the 1999-2000 and 2000-2001 academic and fiscal years, the Office of Human Relations Programs (OHRP) has continued its thirty year tradition of providing myriad equity and diversity-related ventures for the University of Maryland student, faculty, and staff community.

Capitalizing on six funding sources—the OHRP operating budget, Diversity Initiative monies, Office of Campus Programs' Pepsi Enhancement Funds, and grants from the Ford Foundation, the William and Flora Hewlett Foundation, and the Maryland Alternative Dispute Resolution Commission—OHRP has made substantive contributions toward furthering Maryland's international reputation as a campus committed to academic excellence through the affirmation of diversity.

### **OHRP Operating Budget**

In addition to covering daily operating costs, OHRP's annual operating budget (\$26,000) supports: 1) its campus compliance and grievance resolution efforts; 2) its staff's teaching, scholarly activity, campus and community service, and professional development; and, 3) its local technology.

### **Campus Compliance and Grievance Resolution**

In 2000 and again in 2001, OHRP hosted and co-sponsored the State of Maryland's second and third annual Hate Crimes Summit. Coordinated through the Center for Alternative Dispute Resolution in partnership with the Academy for Educational Development and the National Center for Dispute Settlement, and with support from fourteen state and national conflict resolution entities, the conference has attracted over 300 attendees both years.

### **Teaching**

In collaboration with American Studies, Comparative Literature, Counseling Personnel Services, Curriculum and Instruction, Education Policy and Leadership, Family Studies, Women Studies, and Undergraduate Studies, OHRP staff have developed and/or taught 25 discipline-specific diversity-related courses since 1999.

### **Scholarly Activity**

Many OHRP staff regularly engage in scholarly writing, maintaining active records of publication within their research agendas. Over the last two years, OHRP staff members have produced over 40 single and collaborative refereed publications as contributors, editors, or authors. These publications include journal reviews, journal articles, book chapters, and books.

Additionally, many OHRP staff are members of, and in a number of cases serve on the boards of, a number of local, state, regional, national, and international professional organizations related to the academic disciplines in which their research is recognized and solicited for presentation at corresponding academic conferences.

Over the last two years, OHRP staff have sat on over 10 boards of directors in ex-officio, at-large, and executive committee positions. Since 1999, OHRP staff have

maintained membership in more than 20 professional organizations. Additionally, OHRP staff have presented at over 50 academic conferences.

### Campus Service

Over the last two years, OHRP staff have been members of over 40 university-wide as well as unit and/or college/departmental committees, both sustaining and ad hoc. OHRP staff also regularly volunteer in response to requests from departments/units across campus for assistance with a variety of programming endeavors.

### Community Service

Additionally, OHRP staff participate in diversity-related community outreach with more than 20 international, national, regional, state-wide, and local entities on an on-going basis.

In the last two years, OHRP has established two major campus/community outreach collaborations, Sponsors for Educational Opportunity (SEO) and the March of Remembrance and Hope.

SEO is a college-bound academic-enrichment program, based in New York City, dedicated to facilitating young People of Color's educational excellence and success by providing intensive outreach, counseling, tutoring, mentoring, financial support, and, ultimately, job placement services for students identified as academically "at-risk." In this collaboration, OHRP, with assistance from the Admissions Office, Office of Campus Programs, Office of Multi-Ethnic Student Education (OMSE), and various faculty members, has brought approximately 50 middle and high school students from New York's inner city schools to Maryland every spring for the last three years so that they may explore and experience college life over a two-day period.

The March of Remembrance and Hope brings together an international group of college and university students from around the world who represent a wide variety of racial, ethnic, linguistic, and religious backgrounds, to learn about individual prejudice and institutionalized discrimination through study of the Holocaust. The March includes a visit to actual Holocaust sites in Poland where Nazi atrocities were committed. OHRP is Maryland's campus coordinator for the March. Several students from Maryland were awarded scholarships to participate in the March in the Spring of 2001.

### Professional Development

OHRP is committed to providing career path and other professional development opportunities for its staff. Over the last two years, OHRP staff have taken advantage of a range of academic courses, as well as trainings in the areas of business management, technology, leadership, conflict resolution and mediation, and second language acquisition.

### Technology

OHRP's operating budget is also used to maintain the office website and the Diversity Calendar. Over the last year the Diversity Calendar has been upgraded and

is being equipped with a calendaring prompt system. Additionally, OHRP has been developing the Diversity Clearinghouse Webpage to identify and link all diversity-related efforts campus-wide to Maryland's homepage. OHRP has also been working to convert all of its technology resources to formats that are in full compliance with Americans with Disabilities Act (ADA) guidelines.

## **Diversity Initiative Monies**

OHRP has received Diversity Initiative monies since 1992, first from campus department/unit donations and later from the President's Cabinet. Over the last two years, OHRP has utilized its Diversity Initiative monies (\$130,000 per year) in the Initiative's seven priority areas: 1) Campus-Wide Programming; 2) Student-Focused Programming; 3) Faculty-Focused Programming; 4) Staff-Focused Programming; 5) Programming Technology Support; 6) Programming Public Relations and Marketing Support; and, 7) Programming Evaluation and Assessment Support.

### Campus-Wide Programming

Diversity Initiative monies support the following campus-wide endeavors:

#### *Diversity Training Circle (DTC)*

As one of the Diversity Initiatives first programming ideas, OHRP continues to expand the repertoire of trainings on diversity-related topics offered through the Diversity Training Circle (DTC).

This resource is coordinated by OHRP, but draws from expertise across campus and beyond. Over the last two years, OHRP has partnered with the Center for Teaching Excellence (CTE), and the Department of Family Studies and the Office of Multiethnic Student Education (OMSE) in presenting two faculty-focused programs on "Teaching Diversity Courses," and "Asian American Family Structure and Acculturation Process," respectively. Additionally, OHRP partnered with the Office of the Vice President for Student Affairs, the University of Maryland Police Department, the Department of Resident Life, and Project NEThics in presenting two higher education community focused programs on responding to issues of hate for the University System of Maryland (USM) Diversity Network Hate Hurts Conference and the Hate Crimes Summit audiences.

From 1999-2001, OHRP has conducted over 150 DTC workshops for units and departments across campus, as well as for a number of community -based educational entities in the greater Washington/Baltimore metropolitan area.

#### *Sexual Harassment Prevention Program (SHPP)*

To continue to aid our campus community in the understanding of workplace sexual harassment and its prevention, OHRP staff members have conducted over 100 trainings for units and departments across campus over the last two years.

Because issues of sexual harassment are so closely related to the issues of sexism, SHPP and DTC staff have joined forces, integrated content, and conducted several presentations on the intersections of these issues for Psychology of Women classes.

Additionally, because certain units across campus regularly have very large numbers of new staff, OHRP also provides a Sexual Harassment Prevention Program (SHPP) Training of Trainers (TOT) workshop for those units who wish to develop and maintain in-house SHPP training capacity. In the last two years, TOTs have been conducted for Campus Recreational Services, Facilities Management, the Department of Resident Life, Dining Services, and the University of Maryland Baltimore County (UMBC). OHRP has also developed and implemented a Spanish language SHPP workshop, a non-text based SHPP workshop, and a Power Point SHPP workshop. It is working to develop both Asian language and on-line versions.

### *Border Crossing to Build Community Speaker Series*

Under the banner of “Border Crossing to Build Community,” the Diversity Initiative’s Diversity Showcase brought three speakers to address the campus community about the complex dynamics of living and working in a multicultural society. Acclaimed film-maker, improvisational speaker, and slam poet, Kip Fulbeck, started off the series with a discussion of multiracial identity. Next, internationally syndicated columnist, Roberto Rodríguez, spoke about his personal journey to overcome hatred after being harassed and beaten, nearly to death, by Los Angeles County Sheriff’s Department officers. Nationally recognized scholar, Dr. Sonia Nieto, closed the year’s speaker series with a discussion of the value of multicultural education as a catalyst for developing a fully democratic society in her lecture, “From Claiming Hegemony to Sharing Space.”

### *Border Crossing: Building Community at Maryland Poster Campaign*

The Building Community at Maryland Poster Campaign, begun in 2000, builds on the Border Crossing to Build Community Speaker Series theme. The free, widely distributed and displayed poster, identifies several initiatives in which students, faculty, and staff can partake to cross borders and build community at Maryland.

### *History of Diversity at Maryland Timeline Traveling Pictorial Display*

Building on one of the Diversity Training Circle’s earliest trainings, the “History of Diversity at the University of Maryland,” OHRP developed the Diversity Timeline Traveling Pictorial Display to illustrate, with pictures and text, what is discussed in the presentation. With assistance from campus library and historical foundation archivists, the display was originally developed for a Hate Crimes Awareness Week program in the fall of 2000 to celebrate how far Maryland has come in affirming diversity, despite obstacles it has had to overcome in so doing. This display can be viewed at OHRP at any time and can be used by any campus entity to enhance their diversity programming efforts.

### Student-Focused Programming

Diversity Initiative monies support the following student-focused endeavors through the Student Intercultural Learning Center (SILC):

## *Student Relations Sub-Committee*

Over the last two years, support from the Diversity Initiative's Student Relations Sub-Committee (SILC) has enabled OHRP to conduct a campus-wide focus group study on student attitudes towards diversity and diversity programming. The results of this report led to the creation of SILC (in 1999) and SILC's Intergroup Dialogue Program (in 2000) (see discussion under William and Flora Hewlett Foundation, below).

## *Student Action Through Intergroup Networking (SATIN)*

SATIN is an all student advisory board to SILC that assists both SILC and OHRP to conceptualize, develop, market, and run student-focused programs. SATIN is in the process of developing a student recruitment vehicle, The SATIN All-Stars, to encourage wider participation in SATIN, as well as SILC and OHRP programs.

## *Diversity Leadership Internship Program (DLIP)*

The Diversity Leadership Internship Program (DLIP), begun in the fall of 2000, is a variable (1-6) credit independent study experience. OHRP offers two versions of the program, one for undergraduate students and another for graduate students.

The DLIP has three goal-oriented components. First, it facilitates students in the building of content area knowledge on a wide range of diversity issues. Second, it aids students in developing an array of pedagogical strategies for imparting this knowledge to others in a variety of educational and/or employment contexts. Third, it provides students with the opportunity to put their newly acquired content area knowledge and pedagogical strategies into practice by co-facilitating, with OHRP staff and graduate assistants, a variety of diversity trainings, intergroup dialogues, sexual harassment prevention workshops, peer mediation and/or conflict resolution sessions, and hate crimes prevention seminars.

The IDLP runs in the Fall, Spring, and Summer. In the last three sessions, over 20 students have participated.

## *Facilitating Dialogue Program*

During the first semester of a year-long course for third-year undergraduates, students learn how to facilitate a variety of intergroup dialogues with first- and second-year undergraduate students on an array of diversity issues. During the second semester, the third-year undergraduates, in two-person teams, pass on what they have learned to the first- and second-year undergraduates by co-facilitating a unique semester-long, intergroup dialogue on the varied dimensions of difference. The Facilitating Dialogue Program also offers a first semester only version of this course that is open to all students. The Facilitating Dialogue Program is a collaborative effort between OHRP, American Studies, College Park Scholars' Academy of Leadership, and Civicus. Initiated in 1998, OHRP is working to extend this program through other academic departments and living and learning communities.

## Faculty-Focused Programming

Diversity Initiative monies support the following faculty-focused endeavors:

### *Faculty Relations Sub-Committee*

OHRP regularly convenes the Faculty Relations Sub-Committee of the Diversity Initiative to discuss faculty-focused diversity programming, and the public relations and marketing support these programs need. This sub-committee has been instrumental to the establishment, maintenance, and execution of the Diversity Initiative's Faculty Support Award and Faculty Research Forum initiatives for the last four years.

### *Faculty Support Award*

Faculty Support Awards encourage faculty to focus on diversity-related, discipline-specific research and course development. The Faculty Relations Sub-Committee of the Diversity Initiative, through a call for proposals, provides funds for the Awards in the amount of a course buy-out for one semester. In 2000, faculty from the department of Cellular Biology and Molecular Genetics won an Award. In 2001, faculty from the Departments of Education Policy and Leadership, History, and Spanish and Portuguese won Awards.

### *Faculty Research Forum*

The Faculty Research Forum, held in the Spring of each year, features faculty research projects on diversity-related, discipline-specific topics selected through a juried application process. In 2000, six faculty were featured, and in 2001, eight were featured. Over 300 students, faculty, and staff attended the research forum both years.

## Staff Focused Programming

Diversity Initiative monies support the following staff-focused endeavors:

### *Staff Relations Sub-Committee*

The Diversity Initiative's staff relations sub-committee's major focus is to assist OHRP in conceptualizing cutting-edge, diversity-related programs for staff in temporary, part-time, and full-time capacities, in contract and permanent state-funded positions, in non-exempt and exempt contexts, in the trades, shops, facilities, and services areas, in administrative and technical support functions, in professional and administrative roles, in Administrative, Academic, and Student Affairs arenas, and across dimensions of difference. Over the last two years, this sub-committee's support has been instrumental in OHRP's adaptation of its student Intergroup Dialogue Program for staff.

### *Staff-Focused Intergroup Dialogue Program*

The purpose of intergroup dialogue is to enable its participants to develop comfort with and skill for discourse on difficult topics toward the end of fostering

positive, meaningful, and sustained cross-group relationships. The Staff-Focused Intergroup Dialogue Program brings together diverse groups of staff to engage them in discussion of issues related to their diversity, broadly conceptualized. Over the last two years, OHRP has offered five different intergroups dialogues to staff on the following themes: Women of Color, Men of Color, non-exempt staff/student, Black non-exempt/exempt staff, and International.

## Programming Technology Support

Diversity Initiative monies have been allocated for technology support to enhance the previously mentioned endeavors. OHRP's website is continuously updated to reflect the growth and development of all of the Diversity Initiative programs. Recently, OHRP staff completed the four-year project of making the diversity-related research of Dr. William Sedlacek available on-line through the Diversity Initiative's Diversity Database.

## Programming Public Relations and Marketing Support

Diversity Initiative monies have been allocated for public relations and marketing support to enhance the previously mentioned endeavors in the form of event, activity, and program publicity; summary articles and/or occasional papers on events, activities, and programs; and, support for meetings (of the Whole, Advisory, Sub-Committees).

## Programming Evaluation and Assessment Support

Diversity Initiative monies have been allocated for evaluation and assessment support to enhance the previously mentioned endeavors through: 1) on-going development of evaluation instruments; 2) execution of focus group and survey-based research, and the writing of related reports; and, 3) assessment of Diversity Initiative events, activities, and programs.

## **Other Monies**

OHRP has been recognized for its outstanding contributions to multicultural education and diversity programming by The White House Initiative on Race; The Ford Foundation; The William and Flora Hewlett Foundation; The Pepsi Foundation; The Institute for Public Media Arts; The American Council on Education; The Association of American Colleges and Universities; and, The Maryland Alternative Dispute Resolution Commission.

Since 1996, OHRP has been awarded over \$2,000,000 in foundation gifts that have been used primarily to support its Diversity Initiative efforts.

## Pepsi Enhancement Funds

OHRP has secured Pepsi Enhancement funds through the Office of Campus Programs for the last two years.

Through the Diversity Initiative's Student Intercultural Learning Center, these funds were used to initiate the International Connections and Food Fair (\$1,800) event

in partnership with the International Student Association in 1999, and to augment Intergroup Dialogue programming during The White House Initiative on Race Annual Campus-Community Week of Dialogue (\$500).

### Ford Foundation

OHRP has received funding from the Ford Foundation for its Diversity Works project since 1996. Over the last two years, the Ford Foundation grant (\$225,000) has been dedicated to the DiversityWeb and *Diversity Blueprint* portions of the Diversity Works project.

DiversityWeb is a comprehensive on-line diversity resource for higher education that OHRP developed in collaboration with the Association of American Colleges and Universities (AAC&U). Since 1999, OHRP and AAC&U have maintained and updated the site by developing an archive, enhancing its interactive capacity, and creating a new section entitled “UM/AAC&U Diversity Resources,” highlighting the diversity programs of both organizations. In the last year, OHRP and Maryland’s Office of Information Technology (OIT) staff have created and maintained a site listserve of over 120 members who regularly discuss topics related to diversity in higher education.

In addition to its cutting-edge content and presentation, the success of DiversityWeb is also due to the many national diversity, higher education, and/or technology-focused conference presentations undertaken by OHRP staff showcasing the site’s links to diversity programs in higher education institutions across the country. Over the last two years OHRP staff have made 15 such presentations.

In addition to DiversityWeb, the *Diversity Blueprint: A Planning Manual for Colleges and Universities* (a joint publication with AAC&U summarizing the successful diversity programs at the University of Maryland) continues to draw national and international attention. In the past two years, OHRP has hosted 12 site visits for faculty and senior administrators, from institutions of higher education across the country and around the world, interested in learning more about Maryland’s “blueprint.”

Ford Foundation funds have also been used to enhance both OHRP operating budget and Diversity Initiative technology support efforts to facilitate the Diversity Works grant progress.

### William and Flora Hewlett Foundation

Through the Diversity Initiative’s Student Intercultural Learning Center (SILC), OHRP secured a three-year William and Flora Hewlett Foundation Unity and Pluralism grant (\$50,000 per year) to develop an Intergroup Dialogue Program and Diversity Leadership Retreat.

Through the intergroup dialogue program, OHRP has coordinated both a series of on-going dialogues and several individual ones.

The series dialogues occur in weekly two-hour time periods for six weeks. In these dialogues, facilitators, representing distinct social identity groups, conduct discussions on the issues of concern between and/or among the dialogue members.

Series dialogues conducted over the last two years include: Black/Asian; Latina(o)/White; Lesbian, Gay, Bisexual, Transgender (LGBT)/Heterosexual; Black/White; Intergenerational Community Dialogue on Hate Crimes; Women/Men; White Women/Women of Color; Interfaith; White People on "Whiteness;" LGBT Women/Heterosexual Women; Intra Asian Pacific American; Intra African American/African/Caribbean; Students of Color; and Students with Psychological Disabilities.

The individual dialogues occur on a one-time basis, usually in connection with a larger campus event. In the last two years, OHRP has facilitated more than 50 such discrete dialogues. To date, over 500 students have participated in either a series or individual dialogues.

To augment the Intergroup Dialogue Program experience for students, SILC also developed an annual Diversity Leadership Retreat, held for the first time April 20-21, 2001. The retreat is a two-day intensive of diversity-focused workshops geared for a highly culturally mixed group of 20 student leaders (and/or students with leadership potential) from across campus. Facilitated as an extended intergroup dialogue experience, student participants discuss the issues of social justice that impact their individual and cultural group experiences on campus. The focus of the retreat is to engender student cross-group collaboration toward the creation of a multiculturally affirming campus-wide community.

OHRP staff have conducted extensive post-dialogue and retreat evaluation and have presented the results of this evaluation at five national diversity-related conferences across the country over the last year. These results are used to make ongoing improvements to the dialogues and the retreat, and will be reported in their entirety at the conclusion of the grant.

## Maryland Alternative Dispute Resolution Commission

Through the Diversity Initiative's Student Intercultural Learning Center, OHRP's Campus Compliance staff developed the Peer Mediation Program in collaboration with the Department of Resident Life, the Ombud's Office for Graduate Students, Office of Campus Programs, the Health Center, the Counseling Center, the University of Maryland Police Department (UMPD), Office of Judicial Programs, Commuter Affairs and Community Service, the School of Public Affairs, the Honors Program, the Department of Women's Studies, the Student Government Association (SGA), College Park Scholars, and the Academy of Leadership.

In addition to OHRP operating budget allocations and Diversity Initiative monies, an additional \$20,000 developmental grant from The Maryland Alternative Dispute Resolution Commission was secured.

Over the last two years, the program has established a program structure, developed intake procedures, and provided mediator certification training. The program enlisted nationally recognized, social justice-oriented mediation experts, Dr. Leah Wing and Dr. Deepika Marya, from University of Massachusetts, Amherst, to provide the training. Ten student peer mediators and the program's core collaborating staff members completed the first round of training in January of 2001. Since then, the program has established case referral protocols with Resident Life, Judicial Programs, the Health Center, the Counseling Center, and UMPD.

## **OHRP Staff 1999-2001**

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