



An Update from the Office of Human Relations Programs: Fall 2008 (July - December)

Established in 1971, the Office of Human Relations Programs (OHRP) is the equity, compliance and diversity education arm of the Office of the President at the University of Maryland, College Park. OHRP 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:

The Office of Human Relations Programs' signature *Words of Engagement Intergroup Dialogue Program* was featured recently in a publication of the Association of American Colleges and Universities (AAC&U) titled, "*More Reasons for Hope: Diversity Matters in Higher Education, 2008*," as one of the best practices in the area of Intercultural Relations, Dialogue, and Campus Life. Visit aacu.org/source/orders for more information.



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Equity and Compliance

- Complaints and matters regarding discrimination and harassment have been steady. This semester ended with **11 matters under intake** under the Human Relations Code.
- The Sexual Harassment Prevention Program delivered **12 workshops**. Collaborated with the Department of Public Safety to do **web-based sexual harassment training** for the statewide Maryland Cooperative Extension Service (MCE) and Maryland Agricultural Research Stations.
- As a part of the Peer Mediation Program, the office taught FMSC 399M: Principles and Practices of Mediation and Conflict Resolution within the Department of Family Science. **This course prepared 20 students to mediate conflicts among their peers .**
- OHRP was sought out by Gallaudet University's Clerc Center, Maryland Secondary School for the Deaf (MSSD) to develop a training for staff, teachers, and student leaders on issues regarding Title VI of the Civil Rights Act of 1964. **150 people were in attendance.**
- Two OHRP staff dedicated significant time to **chairing and administering the search for the Associate Director of LGBT Equity**. As a result, the Office of LGBT Equity was able to hire Dr. Gabriele'l Atchison this year.

Diversity Education

- *Words of Engagement Intergroup Dialogue Program* conducted six dialogues **servng just under 50 students every week for eight weeks.**
- **Invited to help develop intergroup dialogue programs at two other university campuses:** Temple University's Center for Social Justice and Multicultural Education; and Georgetown University's Office of Institutional Diversity, Equity, and Affirmative Action.
- Diversity Training and Consultation Service held 11 trainings reaching approximately **155 students**. Two of these workshops were for the Center for Teaching Excellence's (CTE) graduate student conference.
- Collaborated with the Center for Leadership and Organizational Change (CLOC) to work on **two contracts** within the University of Maryland.
- Staff Dialogues: Sister Circle met monthly to empower women of color. Approximately **10-15 attend each month**. Men's Circle met monthly and had **10-15 attend each month**.
- Held a Health and Education Fair/Talent Show for Non-Exempt staff reaching approximately **150 participants**.