



University Senate TRANSMITTAL FORM

Senate Document #:	09-10-12
PCC ID #:	n/a
Title:	Human Relations Code & Committee Name Change
Presenter:	Valérie Orlando, Chair of the Human Relations Committee
Date of SEC Review:	January 19, 2010
Date of Senate Review:	February 3, 2010
Voting (highlight one):	<ol style="list-style-type: none"> 1. On resolutions or recommendations one by one, or 2. In a single vote 3. To endorse entire report
Statement of Issue:	Following the official name change of the Office of Human Relations Programs (OHRP) to the Office of Diversity and Inclusion (ODI), the SEC asked the Senate Human Relations Committee to determine whether the name of the committee and the name of the Human Relations Code should be changed in order to more closely align with their goals.
Relevant Policy # & URL:	VI-1.00(B) UNIVERSITY OF MARYLAND HUMAN RELATIONS CODE http://www.president.umd.edu/policies/vi100b.html
Recommendation:	To change the name of the Senate Human Relations Committee to the Senate Committee on Equity, Diversity, and Inclusion. To change the name of the Human Relations Code to the Code on Equity, Diversity, and Inclusion. Both changes should be made in all relevant documents, especially in the Senate Bylaws.

<p>Committee Work:</p>	<p>The Human Relations Committee met on October 19, 2009, to discuss whether the committee should suggest a name change for itself and the Human Relations Code. The committee voted unanimously to change the name of the Human Relations Code to “The Code on Equity, Diversity, and Inclusion.” Likewise, the committee vote unanimously to suggest that its name be changed to “The Senate Committee on Equity, Diversity, and Inclusion.” The committee communicated its reasoning and suggestions to the Office of Diversity and Inclusion (ODI), which supported both changes and agreed that the consistency of the names would help to support the mission of the office.</p> <p>While the University Senate Bylaws charge the Human Relations Committee with recommending any appropriate changes in the Human Relations Code, the committee does not have the authority to change its own name. Therefore, on November 6, 2009, Chair Valérie Orlando sent a letter to the Senate Elections, Representation, and Governance (ERG) Committee, which requested an endorsement of the suggested committee name change.</p> <p>The ERG Committee met on November 12, 2009, at which time it considered the endorsement request. The ERG Committee voted unanimously to endorse the name change of the Human Relations Committee. Chair Valérie Orlando informed the Human Relations Committee of this endorsement at its meeting on November 16, 2009.</p> <p>The proposed change to the name of the Human Relations Code was vetted through the President’s Legal Office and approved on December 7, 2009.</p>
<p>Alternatives:</p>	<p>To not approve the suggested name changes.</p>
<p>Risks:</p>	<p>There are no related risks.</p>
<p>Financial Implications:</p>	<p>There are no financial implications.</p>
<p>Further Approvals Required:</p>	<p>Presidential approval.</p>

Human Relations Committee Report in response to the Human Relations Code & Committee Name Change (Senate Doc #09-10-12) Charge

As charged in the Human Relations Code, the Senate Human Relations (HR) Committee is designed to advise the Office of Human Relations Programs (OHRP) in recommending policies which fulfill the provisions of the Code. When the Office of Human Relations Programs (OHRP) changed its name to the Office of Diversity and Inclusion (ODI), the committee immediately began to consider whether the name of the HR Committee and code should be changed as well. As outlined in the code, some of the functions of the Human Relations Committee include: requesting that ODI conduct investigations of complaints of discrimination, recommending educational programs and activities to promote equal rights and understanding to appropriate campus entities, and fulfilling its appellate responsibilities in formal human relations grievance cases as detailed in the Human Relations Code.

Because of its legislative and judiciary functions, the committee feels strongly that the word “equity” should be included in its new name, as well as in the name of the Human Relations Code. Both the committee and the code deal with legal matters and with the notion of equality in such legal situations. After careful and lengthy discussion among committee members concerning the history of the HR Committee, its roles and functions, the committee unanimously recommends that the name of the Senate Human Relations Committee be changed to the Senate Committee on Equity, Diversity, and Inclusion. Likewise, the committee recommends that the name of the Human Relations Code be changed to the Code on Equity, Diversity, and Inclusion. Both changes should be made in all relevant documents, especially in the Senate Bylaws. It is our intention that the closer alignment of these names will strengthen our ability to carry out the goals of the office, committee, and code.

Attached to this report, please find the endorsement response from the Chair of the ERG Committee, the endorsement request, and the original charge (Senate Doc #09-10-12).

12/02/2009

Chelsea Benincasa

Subject: Senate Human Relations Request

From: Kendra Wells <klwells@umd.edu>
Date: Thu, Nov 12, 2009 at 2:29 PM
Subject: Senate Human Relations Request
To: "Valerie K. Orlando" <vorlando@umd.edu>

Dear Valerie,

The Senate Elections, Representation, and Governance (ERG) committee met today. The committee members present voted unanimously to endorse the Human Relations Committee change of name suggestion, to be put forward to the SEC in response to your charge of Senate Document #09-10-12.

If you need additional information from our committee, please let me know.

Sincerely,
Kendra Wells
Chair
Senate ERG Committee



UNIVERSITY OF
MARYLAND
UNIVERSITY SENATE

1100 Marie Mount Hall
College Park, Maryland 20742-4111
Tel: (301) 405-5805 Fax: (301) 405-5749
<http://www.senate.umd.edu>

November 5, 2009

Dr. Kendra B. Wells
8020 Greenmead Drive
College Park, MD 20740-4000

Dear Kendra,

On behalf of the Senate Human Relations Committee, I am writing to request an endorsement from the Senate Elections, Representation, and Governance (ERG) Committee.

On October 2, 2009, the Senate Executive Committee (SEC) charged the Human Relations Committee with considering whether the Human Relations Code and the Human Relations Committee should change their names to ones that more closely align with their focus, following the official change of the Office of Human Relations Programs (OHRP) to the Office of Diversity and Inclusion (ODI).

The Human Relations Code outlines the relationship of the Senate Human Relations Committee to ODI by stating that the Human Relations Committee shall advise ODI in recommending policies which fulfill the provisions of the Code.

At its meeting on October 19, 2009, the committee voted unanimously to suggest that its name be changed to "The Senate Committee on Equity, Diversity, and Inclusion" (and similarly, it voted to change the Code's name to the Code on Equity, Diversity, and Inclusion). The committee felt strongly that although the word "equity" is not included in the office's new title, it should be included in the Code and the committee's new names. The rationale for this decision is that they both deal with legal matters, especially in regard to the committee's appellate function, as well as with the notion of equality in such legal situations.

While the University Senate Bylaws charge the Human Relations Committee with recommending any appropriate changes in the Code, the committee does not have the authority to change its own name. We therefore request your endorsement of our committee name suggestion, to be put forward to the SEC in response to our charge of Senate Document #09-10-12 (attached). We hope that your committee can review this request at your meeting on November 12, 2009, so that we may receive a response prior to our meeting on November 16, 2009. Thank you for your consideration.


Sincerely,

Valérie Orlando
Chair
Senate Human Relations Committee

Attachment



University Senate CHARGE

Date:	October 2, 2009
To:	Valerie Orlando Chair, Human Relations
From:	Elise Miller-Hooks Chair, University Senate 
Subject:	Human Relations Code & Committee Name Change
Senate Document #:	09-10-12
Deadline:	December 18, 2009

The Senate Executive Committee (SEC) requests that the Human Relations Committee consider whether the Human Relations Code and the Senate's Human Relations Committee should change their names to ones that more closely align with their focus.

Recently, Robert E. Waters, Associate Vice President for Academic Affairs & Special Assistant to the President, announced that the name of the Office of Human Relations Programs (OHRP) at the University of Maryland, College Park, had been officially changed to the Office of Diversity and Inclusion (ODI). "ODI will play an important part in helping to implement the goals related to diversity and inclusiveness in the strategic plan."

We would like the committee to consider the following:

1. Should the Human Relations Code be similarly changed to a name that more closely aligns with its goals?
2. If so, should the Senate Human Relations Committee change its name if the two entities that it supports change theirs?

We ask that you work with ODI to decide if consistency in these names will help support the mission of their office. If the Human Relations Committee decides to change its name, this decision must be vetted with the Elections, Representation, and Governance (ERG) Committee before it is brought to the SEC.

We ask that you submit your report and recommendations to the Senate Office no later than December 18, 2009. If you have questions or need assistance, please contact Reka Montfort in the Senate Office, extension 5-5804.

Reka Montfort

From: President, Vice President, Deans, Directors and Department Chairs
[PVPDDD@LISTSERV.UMD.EDU] on behalf of Sapienza Barone [sbarone@UMD.EDU]
Sent: Friday, September 18, 2009 5:49 PM
To: PVPDDD@LISTSERV.UMD.EDU
Subject: [3DS] Office of Diversity and Inclusion

TO: Vice Presidents, Deans, Directors and Department Chairs

FROM: Robert E. Waters, Associate Vice President for Academic Affairs & Special Assistant to the President

The name of the Office of Human Relations Programs (OHRP) at the University of Maryland, College Park, has been officially changed to the Office of Diversity and Inclusion (ODI). ODI will play an important part in helping to implement the goals related to diversity and inclusiveness in the strategic plan.

To showcase some of these roles, ODI will hold an Open House on Friday, September 25, 2009, from 2:00 to 4:00 p.m., in Room 0106A, Shriver Lab, East Wing. I hope all of you will join us for this event. For more information, please contact: Gloria J. Bouis at 301.405.2842 or gbouis@umd.edu.

Located in the President's Office, the mission of ODI is to promote excellence through diversity and inclusion and to advise the President on matters related to these issues. The ODI provides leadership, consultation, and programming for departments and divisions across the University. It works to further the University's commitment to diversity and foster an inclusive, respectful campus environment by implementing multicultural educational initiatives, such as its Intergroup Dialogue Program, for faculty, staff and students; conducting training on sexual harassment prevention, conflict management, and other equity issues; and investigating complaints of discrimination and harassment under the University of Maryland Human Relations Code.

We look forward to seeing you at the ODI Open House on September 25th.