



University Senate CHARGE

Date:	August 25, 2017
To:	Lucy Dalglish, Warren Kelley, Ja'Nya Banks Co-Chairs, Joint President/Senate Inclusion & Respect Task Force
From:	Wallace D. Loh <i>Wallace D. Loh</i> President Daniel Falvey <i>Daniel Falvey</i> Chair, University Senate
Subject:	Inclusion and Respect at the University of Maryland
Senate Document #:	17-18-03
Deadline:	March 30, 2018

President Loh and the Senate Executive Committee (SEC) request that the Joint President/Senate Inclusion & Respect Task Force consider how best to nurture a climate that is respectful and inclusive of all members of our campus community, stands against hate, and reaffirms the values that define us a University.

Specifically, we ask that you:

1. Collect input from and engage the entire campus community, including faculty, staff, students, administrators, and alumni, as well as representatives of the surrounding community, on the current campus climate and on the difficult issues at the intersections of free speech, hate speech, and freedom of association.
2. Assess the climate on diversity and inclusion on the campus and how it is experienced by members of the campus community. Review existing data on campus climate and gather information from members of the campus community from a variety of backgrounds and experiences, including underrepresented minorities and members of the international and LGBTQ communities.
3. Consult with representatives of the Office of Diversity & Inclusion (ODI), the Office of Student Conduct, the University of Maryland Police Department (UMPD), the Office of Civil Rights and Sexual Misconduct (OCRSM), Office of Rights and Responsibilities in the Department of Resident Life, the Department of Fraternity and Sorority Life, the Department of Athletics, University Marketing and Communications, the Office of Undergraduate Studies, and other relevant units at the University.

4. Review the University of Maryland Non-Discrimination Policy and Procedures and other relevant University and University System of Maryland policies.
5. Review the University's procedures for reporting and resolving reports of hate, bias, racism, and discrimination.
6. Review information on the response to past reports of hate and bias incidents at the University from OCRSM, UMPD, ODI, and any other relevant University offices.
7. Review and assess current resources, programs, and outreach efforts to (1) educate the campus community, and (2) support those affected by racism and discrimination, and their overall effectiveness.
8. Review current cultural competency initiatives and trainings throughout the University and consider the effectiveness of these efforts in creating an inclusive campus environment.
9. Review research related to race/ethnicity, discrimination, and bias in higher education.
10. Review and assess best practices at our peer institutions.
11. Review higher education professional association guidance addressing hate speech and campus climate issues.
12. Consider how to evaluate the needs of underrepresented groups and develop strategies to assess the efficacy of efforts to address those needs and create a more inclusive environment.
13. Consider how best to differentiate between free speech and hate speech in University policies and procedures.
14. Consider how appropriate communication and public awareness efforts should be used to promote a more inclusive campus climate.
15. Develop strategies for fostering a campus environment that is intolerant of hate, bias, and racism, including any necessary educational or training initiatives for students, faculty, staff, and administrators. Consider how these strategies should be implemented and how they can be evaluated for effectiveness.
16. Develop a statement on the University's core values and consider how those values are instilled in students, faculty, and staff. If appropriate, consider how to enhance understanding of our core values and develop strategies to reinforce them over time.

17. Consult with the appropriate Senate committees on any proposed revisions to University policies and procedures.
18. Consult with the University's Office of General Counsel on any proposed recommendations.
19. If appropriate, make recommendations on revisions to University policies and procedures as well as on appropriate strategies for fostering an inclusive campus community.

We ask that you submit your report and recommendations to the Senate and the President's Offices no later than March 30, 2018. If you have questions or need assistance, please contact Reka Montfort in the Senate Office, extension 5-5804.

Joint President/Senate Inclusion & Respect Task Force

OCTOBER 5, 2017

UNIVERSITY SENATE MEETING



Task Force Members

- Ja'Nya Banks, Undergrad-EDUC, SGA (co-chair)
- Lucy Dalglish, Dean, Journalism (co-chair)
- Warren Kelley, Asst. VP, Student Aff (co-chair)
- Oscar Barbarin, Faculty, BSOS
- Lillia Damalouji, Undergrad-BSOS
- Zein El-Amin, Faculty, SLLC-ARHU
- Rosanne Hoaas, Non-Exempt Staff, UMPD
- Luke Jensen, Exempt Staff-LGBT Equity Center
- Diane Krejsa, Office of General Counsel
- Roz Moore, Exempt Staff-Student Affairs
- Vincent Novara, Faculty, Libraries
- Ishaan Parikh, Undergrad-CMNS
- Melanie Pflucker, Grad-EDUC, GSG
- Nicole Pollard, Alumnus & Trustee
- Rashawn Ray, Faculty, BSOS
- Ana Sanchez-Rivera, Grad-BSOS
- Timea Webster, Non-Exempt Staff, ODI
- Roger L. Worthington, Chief Diversity Officer

Task Force

- Hard copies of the task force's charge are available in the back.
- Detailed information about the task force's membership, meetings, agendas, opportunities for community engagement can all be found at:
<http://www.go.umd.edu/inclusion-respect>.
- Task force meetings will be open and meetings in which public comment will be welcome will be noted on the meeting agendas.

Working Groups

- Five working groups will consider related charge points, review peer research, consult and collaborate with relevant offices before making recommendations to the task force.
 - Free Speech/Hate Speech
 - Policies & Procedures
 - Prevention & Education
 - Climate
 - Hate/Bias Response

Free Speech/Hate Speech

- Diane Krejsa
- Ishaan Parikh
- Nicole Pollard
- Lucy Dalglish (Point-of-Contact)

Policies & Procedures

- Lillia Damalouji
- Luke Jensen
- Rashawn Ray
- Lucy Dalglish & Warren Kelley (Points-of-Contact)

Prevention & Education

- Rosanne Hoaas
- Roz Moore
- Zein El-Amine
- Ja'Nya Banks (Point-of-Contact)

Climate

- Oscar Barbarin
- Melanie Pflucker
- Roger Worthington (Point-of-Contact)

Hate/Bias Response

- Vin Novara
- Ana Sanchez-Rivera
- Timea Webster
- Warren Kelley (Point-of-Contact)

Task Force Review Process

- Collect feedback from the campus community (open forums, targeted sessions, Senate meeting presentations, meetings with various groups (SGA, GSG, RHA, non-exempt staff etc.))
 - Task Force held campus-wide open forums on Sept. 20th and 28th.
- Working groups will collect input, review peer institution research, any relevant research, and report to full task force.

Task Force Review Process

- Task force will evaluate reports from all working groups and develop preliminary recommendations.
 - Task force will get feedback on preliminary recommendations (campus community, University Senate).
 - Task force will present final recommendations to the Senate in April 2018.
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Guidelines for Dialogue

- Please share airtime (1-2 minutes per person).
 - Focus on substantive issues rather than on other participants.
 - Respectfully listen to the views and ideas of others.
 - Focus on identifying the sources of common ground as well as disagreement.
 - Refrain from physical, emotional, and verbal intimidation.
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Provide Feedback to the Task Force

Submit feedback on the task force's working group areas or general feedback by going to:

<https://go.umd.edu/inclusion-respect-feedback>