



2016-2017

UNIVERSITY OF MARYLAND UNIVERSITY COLLEGE CULTURAL DIVERSITY ANNUAL PROGRESS REPORT

For the 2016-2017 Programs of Cultural Diversity Report, University of Maryland University College submits the below progress report.

Section I: Institutional Goals and Implementation Strategies

- **Table 1: Reporting of Institutional Goal 1**

Goal 1: Efforts to increase the numerical representation of traditionally underrepresented groups among students, administrative staff, and faculty.			
Detail all Implementation Initiatives and Strategies designed to recruit and retain traditionally underrepresented students, staff, and faculty.	Metrics to measure how progress of each initiative is being evaluated	Data to demonstrate where progress has been achieved / Indicators of Success	Areas where continuous improvement is needed
<p>Expanded the use of external marketing to reach previously under-represented populations</p> <p>Job posts have been included in magazines, periodicals, and online job sites that reach previously under-represented populations</p> <p>Applicant tracking has been enhanced to collect veteran and disability status</p>	<p>Demographics of staff and faculty</p> <p>Demographics of applicant pool</p>	<p>[See Data Tables Attached]</p>	<p>Disability hiring</p> <p>Improved tracking of current vets and individuals within the University</p>

• **Table 2: Reporting of Institutional Goal 2**

Goal 2: Efforts designed to create positive interactions and cultural awareness among students, faculty, and staff on campus.			
Detail all Implementation Initiatives and Strategies designed to create positive interactions and cultural awareness among students, faculty, and staff—including professional development programs for faculty and staff, curricular initiatives that promote cultural diversity in the classroom, and co-curricular programming for students.	Metrics to measure how progress of each initiative is being evaluated	Data to demonstrate where progress has been achieved / Indicators of Success	Areas where continuous improvement is needed
<p>Hold monthly diversity events (UMUC Heritage Month programs) to raise awareness of the cultures, ethnicities, and heritages that comprise the UMUC community.</p> <p>Staff, faculty, and students complete online learning modules related to harassment prevention, Title IX, and EEO.</p> <p>All new hires receive diversity briefing from Chief Diversity Officer during onboarding.</p> <p>Diversity Courses are offered through the Social Sciences program to undergraduate students to ensure that they understand the importance of diversity in society and the workplace</p> <ul style="list-style-type: none"> • BEHS 220 – Diversity Awareness • BEHS 320 – Disability Studies • BEHS 453 – Domestic Violence 	<p># of attendees to diversity events and programs</p> <p># of participants in online modules</p> <p># of new hires that have received briefing from Diversity and Equity Team</p> <p># of students who have completed the courses</p>	<p>655 Attendees/12 Diversity Events</p> <p>514 Participants</p> <p>262 new hires(staff)</p> <p>BEHS 220 – 720 Students</p> <p>BEHS 320 – 309 Students</p> <p>BEHS 453 – 550 Students</p>	<p>Expand online training options to reach students that are located across the globe</p>

- **Table 3: Reporting of Institutional Goal 3**

Goal 3: Efforts and procedures for the reporting of hate-based crimes consistent with federal requirements.			
Detail all Implementation Initiatives, Strategies, and campus processes for the reporting of hate-based crimes.	Metrics to measure how progress of each initiative is being evaluated	Data to demonstrate where progress has been achieved / Indicators of Success	Areas where continuous improvement is needed
<p>Instituted the Response Emergency Assessment Crisis Team(REACT) to respond to any incident that occurs on campus or where individuals feel at-risk</p> <p>Campus security are trained in EEO/Title IX and appropriate responses</p> <p>Hate-based reporting procedures are designed to include Campus Security, Fair Practices Officer, Chief Diversity Officer, and the President’s Office</p>	<p>% of Calls received and resolved</p> <p>% Staff trained</p>	<p>100% of issues have been resolved and referred for appropriate services</p> <p>100% of security personnel are trained on current protocols</p>	

- **Table 4: Reporting of Institutional Goal 4**

Goal 4: Efforts and procedures for maintaining formal institutional diversity communications and marketing plan.			
Detail all Implementation Initiatives, Strategies, and campus processes for the reporting of hate-based crimes.	Metrics to measure how progress of each initiative is being evaluated	Data to demonstrate where progress has been achieved / Indicators of Success	Areas where continuous improvement is needed
<p>Diversity marketing plan has been maintained to ensure that the diversity message is appropriately shared throughout the university</p>	<p>N/A</p>	<p>N/A</p>	

Monthly diversity posters and flyers are developed to promote national recognitions and relevant diversity messaging	# of Diversity posters distributed	15 Diversity posters were designed, developed, and distributed	
Internal website has been developed and maintained to provide staff and faculty with resources related to diversity, culture, and inclusion	N/A	N/A	

• **Table 5: Reporting of Institutional Goal 5**

Goal 5: Develop and maintain Diversity Councils			
Detail all Implementation Initiatives, Strategies, and campus processes for the reporting of hate-based crimes.	Metrics to measure how progress of each initiative is being evaluated	Data to demonstrate where progress has been achieved / Indicators of Success	Areas where continuous improvement is needed
Support the grassroots volunteer-led diversity councils to ensure that staff and faculty are able to contribute to shaping the climate for diversity and inclusion throughout the university	# of meetings (monthly)	12 meetings held including Stateside, Asia, and Europe diversity councils	

• **Table 6: Reporting of Institutional Goal 6**

Goal 6: Maintain relationship with UMUC Community through Community Outreach/Recreational Programs			
Detail all Implementation Initiatives, Strategies, and campus processes for the reporting of hate-based crimes.	Metrics to measure how progress of each initiative is being evaluated	Data to demonstrate where progress has been achieved / Indicators of Success	Areas where continuous improvement is needed
Outreach and Athletics <ul style="list-style-type: none"> • UMUC Virtual Dragons Dragon Boat Team • UMUC Tigers Softball Team • UMUC Cycling Dragons 	# of participants	<ul style="list-style-type: none"> • 38 Virtual Dragons • 25 Tigers Softball • 15 Cycling Dragons 	

- **Table 7: Reporting of Institutional Goal 7**

Goal 7: Ensure that all UMUC buildings and structures are inclusive and welcoming			
Detail all Implementation Initiatives, Strategies, and campus processes for the reporting of hate-based crimes.	Metrics to measure how progress of each initiative is being evaluated	Data to demonstrate where progress has been achieved / Indicators of Success	Areas where continuous improvement is needed
<p>Work with ADA compliance officer to ensure all policies, codes, and regulations are being met</p> <p>Establish and maintain all quiet rooms for use for prayer, reflection, meditation, etc.</p> <p>Maintain and manage lactation rooms with appropriate resources and necessities</p>	N/A	N/A	

Section II

Table 8: Student Demographic Data

TABLE 8: Separate <i>Comparison</i> Table for Students																
	Baseline: 2009-2010				2014-2015				2015-2016				2016-2017			
	#	%	Male	Female	#	%	Male	Female	#	%	Male	Female	#	%	Male	Female
African American/ Black	13908	35	5202	8706	14477	30	6250	8227	15079	30	6716	8363	16628	29	7780	8848
American Indian or Alaska Native	196	0.5	87	109	218	0.5	114	104	234	0.5	117	117	296	0.5	141	125
Asian	2104	5	1131	973	2487	5	1392	1095	2599	5	1455	1144	3349	6	1832	1519
Hispanic/ Latino	2529	6	1196	1333	4712	10	2578	2097	5301	11	2969	2332	6726	12	3851	2875
White	15354	39	7834	7520	19519	41	11270	8249	20084	40	11539	8545	22648	39	13486	9162
Native American or other Pacific Islander	79	0.2	32	47	303	0.6	154	149	361	0.7	182	179	426	0.7	231	195
Two or more races	478	1	209	269	1659	3	750	909	1880	4	843	1037	2415	4	1207	1208
Did not self identify	4929	12	2010	2919	4531	9	2160	2371	4710	9	2250	3497	5069	9	2077	2522
Total	39577	100	17701	21876	47906	100	22668	23201	50248	100	26071	25214	57557	100	30605	19343

Table 9: Faculty Demographic Data

TABLE 9: Separate Comparison Table for Faculty																
	Baseline: 2009-2010				2014-2015				2015-2016				2016-2017			
	#	%	Male	Female	#	%	Male	Female	#	%	Male	Female	#	%	Male	Female
African American/ Black	159	8	87	72	412	16	212	200	478	17	245	233	583	17	294	289
American Indian or Alaska Native	13	0.6	10	3	21	0.8	14	7	19	0.7	13	6	23	0.7	15	8
Asian	75	3	62	13	207	8	132	75	205	7.3	124	91	287	8	170	117
Hispanic/ Latino	27	1	16	11	71	3	45	26	89	3	55	34	134	4	75	59
White	828	38	478	350	1773	68	998	775	1891	67	1049	842	2286	65	1262	1024
Native American or other Pacific Islander					1	0	1		1	0	1		3	0.01	3	
Two or more races					12	0.5	8	4	20	0.7	14	6	33	0.9	17	16
Did not self identify	1091	50	612	479	102	4	51	51	108	4	55	53	155	4	79	76
Total	2193	100	1265	928	2599	100	1461	1138	2811	100	1556	1255	3504	100	1915	1589

Table 10: Staff Demographic Data

TABLE 10: Separate Comparison Table for Staff																
	Baseline: 2009-2010				2014-2015				2015-2016				2016-2017			
	#	%	Male	Female	#	%	Male	Female	#	%	Male	Female	#	%	Male	Female
African American/Black	270	26	62	208	334	30	87	247	335	29	95	240	3389	26	113	276
American Indian or Alaska Native	3	0.3	2	1	4	0.4	2	2	4	0.3	2	2	5	0.3	2	3
Asian	85	8	29	56	68	6	27	41	67	5	26	41	96	7	27	69
Hispanic/Latino	32	3	9	23	40	4	16	24	52	4	19	33	77	5	33	44
White	401	38	144	257	483	44	168	315	474	41	161	313	586	40	215	371
Native American or other Pacific Islander	1	0.1		1	1	0.1		1	1	0.1		1	6	0.4	4	2
Two or more races	2	0.2		2	20	1.8	6	14	27	2.4	7	20	44	3	19	25
Did not self identify	236	23	88	148	140	12	49	91	186	16	69	117	256	17	87	169
Total	1030	100	334	696	1090	100	355	735	1146	100	379	767	1459	100	500	959