Overview

- DEI concerns involve incidents and issues related to equity, inclusion and belonging. Examples include microaggressions.
- The purpose of these guidelines is to provide a coordinated and systematic response to DEI concerns that arise within School of Social Work (SSW) community.
- Our response to DEI concerns will be grounded in restorative practices and principles. Restorative practices provide opportunities for dialogue, direct or indirect, between those harmed and those who have harmed, as desired by both parties.

NOTIFICATION PROCESS

FACULTY & STAFF

The FACULTY or STAFF experiencing the issue should follow this process:
1. Speak directly with the person or persons involved. If this is not feasible, they should;
2. Notify the other person's supervisor or supervisor's superior. The supervisor can engage the SSW's Office of Human Resources or Office of Diversity, Equity and Inclusion for support in responding. If notifying the supervisor or their superior is not feasible, the person should;
3. Notify the Director of SSW's Office of Human Resources or the Assistant Dean of Diversity, Equity, and Inclusion.

STUDENTS IN THE CLASSROOM

The STUDENT experiencing the issue should follow this process:
1. Speak directly with the other student first. If speaking to the student is not feasible, the student should speak to the professor teaching the class.
   - The professor may contact the Senior Associate Dean of Academic Affairs, AND the Associate Dean of Student Affairs if support is needed to resolve the issue.
   - The Senior Associate Dean for Academic Affairs and the Associate Dean of Student Affairs will collaborate with the Assistant Dean of Diversity, Equity and Inclusion as needed to resolve the issue. Input will be received from the professor and student.
2. If speaking to the professor teaching the class is not feasible, the student can also directly reach out to the Senior Associate Dean of Academic Affairs AND Associate Dean of Student Affairs. Again, they will engage the Assistant Dean of Diversity, Equity, and Inclusion as needed.

STUDENTS OUTSIDE OF THE CLASSROOM

The STUDENT experiencing the issue should follow this process:
1. Speak directly with the other student first. If speaking to the other student is not feasible;
2. The student should contact the Senior Associate Dean of Academic Affairs AND the Associate Dean of Student Affairs for support in resolving the issue.
   - The Senior Associate Dean for Academic Affairs and the Associate Dean of Student Affairs will collaborate with the Assistant Dean of Diversity, Equity and Inclusion as needed to resolve the issue. Input will be received from the professor and student.
STUDENT AND FACULTY/STAFF

The STUDENT experiencing the issue should follow this process:
1. Speak directly with the faculty or staff member. If speaking to faculty or staff member is not feasible;
2. The student should contact the Senior Associate Dean of Academic Affairs AND the Associate Dean of Student Affairs for support in resolving the issue.
   - The Senior Associate Dean for Academic Affairs, the Associate Dean of Student Affairs will collaborate with the Assistant Dean of Diversity, Equity and Inclusion and the Director of SSW’s Human Resources as needed to resolve the issue. Input will be received from the professor and student.

The FACULTY or STAFF experiencing the issue should follow this process:
1. Speak directly to the student if feasible. If speaking directly to the student is not feasible;
2. The faculty or staff should contact the Senior Associate Dean of Academic Affairs AND the Associate Dean of Student Affairs for support in resolving the issue.
   - The Senior Associate Dean for Academic Affairs, the Associate Dean of Student Affairs will collaborate with the Assistant Dean of Diversity, Equity and Inclusion and the Director of SSW’s Human Resources as needed to resolve the issue. Input will be received from the professor and student.

POSSIBLE RESPONSES

Hold a facilitated conversation between involved parties
Provide training and other learning opportunities for units and individuals
Internal referral to Office of Student Services for 1-1 Support from Assistant Dean of Student Services
Hold open forums for incidents that impact the larger community
Engage leaders to change policies and protocols
Restorative Circles. Circles bring together those involved in bias related incidents to discuss impact and harm guided by a trained facilitator. Participants leave with agreed upon actions that repair harm, restore relationship, and reintegrate community.

DATA COLLECTION AND FOLLOW UP

- When notifying the Office of Diversity, Equity and Inclusion about an incident or issue, individuals or units may do so by phone, email or via this link: https://umaryland.az1.qualtrics.com/jfe/form/SV_1TcjR5SUzuGpcW2
- All information received by the Office of Diversity, Equity and Inclusion will be de-identified and kept confidential. Information will be used to track trends and determine any programmatic or policy changes needed.

REMINDERS

- Anonymous reports will be documented, however, we may be unable to respond without having names
- These guidelines do not address Title VII or Title IX incidents. These incidents are investigated by the Office of Accountability and Compliance.
- These guidelines do not replace any of the current procedures and protocols in place to resolve alleged violations of policies regarding discrimination, sexual misconduct, or violations of criminal law.

Key Faculty: Neijma Celestine-Donnor, Assistant Dean for Diversity, Equity & Inclusion; Amanda Lehning, Senior Associate Dean for Academic Affairs; Laverne Taylor, Assistant Dean for Student Services; Dawn Shafer, Associate Dean of Student Affairs; Samuel Little, Associate Dean for Field Education

Other Key Offices and Current Faculty listed can be found here.