

THE INCLUSIVE REPORT



University of Maryland Continues to Make Strides as National Leader in Diversity and Inclusion

Contact, Kristen Seabolt • September 15, 2015

COLLEGE PARK, Md. – The University of Maryland continues to be a higher education leader in the areas of diversity and inclusion, most recently being recognized with a national award from *INSIGHT Into Diversity* magazine.

“The University of Maryland is committed to inclusive excellence, and we are honored to be recognized for our efforts and initiatives across the campus that promote diversity and inclusion,”

said Kumea Shorter-Gooden, Ph.D., Chief Diversity Officer and Associate Vice President at the University of Maryland. “The university has long promoted equity and diversity as core values and we recognize that a diverse, just and inclusive educational community is one of our greatest strengths.”

The University of Maryland is known as a national leader in closing the achievement gap. Over the past four years, the graduation gap between UMD's undergraduate student body and Hispanic, African-American/Black, and low-

income students has decreased. UMD's six-year graduation rate for all students is 84.6 percent, and the university boasts one of the highest graduation rates in the nation for underrepresented minorities: 77.4 percent for African-American students and 79.9 percent for Hispanic students.

Nearly one fourth of UMD's undergraduates are underrepresented ethnic minorities—one of the highest rates nationally among research universities – and for the past three years, 40 percent or more of freshman classes have identified themselves as students of color. This year, UMD is on track to get even closer to a majority-minority freshman class at 44 percent.

“Diversity helps every student on campus,” said University of Maryland President Wallace D. Loh. “In this global economy, our graduates will be expected to collaborate on the job as part of diverse teams. We open doors and minds on campus.”

UMD has more than two-dozen programs and initiatives designed to support underrepresented student

and faculty success, to foster the development of cultural competence in students, staff and faculty, and to create an institutional culture of inclusion. UMD is in its sixth year of the ADVANCE Program for Inclusive Excellence, which supports the retention and advancement of women and underrepresented minority faculty.

Over four years, the UMD Office of Diversity & Inclusion has funded 40 grants of up to \$15,000 through its Moving Maryland Forward program, which supports pilot projects that advance one or more goals in the Strategic Plan for Diversity.

The Office of Diversity & Inclusion sponsors an annual "Rise Above 'Isms'" Week to engage the campus community in addressing and transcending stereotypes and structural 'isms'. "Rise Above" mini-grants of up to \$750 support community members in meaningful dialogue around issues of identity, bias and difference. Since the program's launch in 2013, 21 grants have been funded.

In addition, for the fourth

year in a row, Campus Pride has recently named UMD a Top 25 LGBT-Friendly Campus.

UMD is one of only 92 universities across the country to receive the 2015 Higher Education Excellence in Diversity (HEED)

Award from *INSIGHT Into Diversity* magazine.

The HEED Award measures an institution's level of achievement and commitment in regard to broadening diversity and inclusion on campus through initiatives, programs and outreach; student recruitment, retention and completion; and hiring practices for faculty and staff. UMD will be featured in the November 2015 issue of *INSIGHT Into Diversity* magazine. For more information about the 2015 HEED Award, visit www.insightintodiversity.com.

View this article at: <http://www.umdrightnow.umd.edu/news/university-maryland-continues-make-strides-national-leader-diversity-and-inclusion>



BMW Settles Racial Discrimination Lawsuit, Company To Pay \$1.6M And Rehire Black Employees In South Carolina Facility

by Vishakha Sonawane • September 9, 2015

BMW Manufacturing Co. LLC Tuesday agreed to pay \$1.6 million and rehire 70 black employees settling a 2-year-old racial discrimination lawsuit. The U.S. Equal Employment Opportunity sued BMW in 2013 alleging the company's criminal background check procedures to employ candidates for its Greer manufacturing facility in South Carolina unequally affected blacks.

According to BMW's guidelines, no one with a criminal background within the past seven years could be hired. However, after a new contractor came on board, the company began a fresh round of background checks and dismissed anyone with a criminal record from any year, the Associated Press reported. The federal agency said 88 workers were fired, of whom 70 were black and some had worked for the company for over 10 years.

BMW denied the allegations

Tuesday saying that it does not discriminate by race "as evidenced by its large and highly diverse workforce," according to USA Today.

"We are pleased with BMW's agreement to resolve this disputed matter by providing both monetary relief and employment opportunities to the logistic workers who lost their jobs at the facility," Lynette Barnes, regional attorney for the Charlotte District Office, where the lawsuit was filed, reportedly said. "We commend BMW for re-evaluating its criminal conviction records guidelines that resulted in the discharge of these workers."

BMW, along with nine of the world's largest automakers, is involved in another lawsuit that alleges the companies kept customers in dark about the risk of keyless ignitions, which have been available in the U.S. since at least 2003.

The lawsuit filed late August alleged that many users believed that after taking their electronic key fobs with them, the engine would shut down automatically, but the vehicle kept running. This harmed the lives of people who inhaled the "deadly" carbon monoxide, the plaintiffs reportedly said, adding that the defect had claimed the lives of 13 people and injured several others.

The complainants also alleged that the defect reduced the resale value of their cars. The suit, which seeks a class-action status, calls for compensatory and punitive damages, and an injunction requiring companies to install automatic shut-off features on current and future vehicles with keyless ignitions.

View full details at:
<http://www.ibtimes.com/bmw-settles-racial-discrimination-lawsuit-company-pay-16m-rehire-black-employees-2088216>

Quote:

"We become not a melting pot but a beautiful mosaic. Different people, different beliefs, different yearnings, different hopes, different dreams."

—Jimmy Carter