

A Resolution to Establish the Diversity and Inclusion Action Committee as a Standing Committee within RHA

WHEREAS the Residence Hall Association (RHA) is the governing body for all on-campus students at the University of Maryland, and

WHEREAS Resolution CBG001F 2017 formed the ad hoc Diversity and Inclusion Action Committee (DIACom), which was tasked to “develop concrete actions RHA can take to promote diversity through programming and policy, as well as encourage a culture of inclusivity within residence halls,” and

WHEREAS Resolution DIACOM001S 2018 created a pilot program for the Vice President of Diversity and Inclusion position on hall and area councils to be reevaluated at the end of the 2018-2019 academic year, and

WHEREAS Resolution BSG001F 2018 renewed DIACom for the 2018-2019 academic year and stipulated that the committee be reevaluated upon the year’s conclusion, and

WHEREAS Resolution BSG001S reinstated the Diversity & Inclusion Action Committee and the Vice President of Diversity & Inclusion Position for the 2019-2020 School Year with structural improvements, including adding advisor Ben Beltran, increased training at Leadership Training Day and through the Office of Diversity and Inclusion, and regular updates from the DIACom chair at Senate, and

WHEREAS Resolution BSG001S also established that DIACom and the Vice President of Diversity and Inclusion position be reevaluated at the end of the 2019-2020 academic year, and

WHEREAS Article III, Section 4, Clause 2 establishes that any ad hoc committee in existence for longer than one academic year may be approved as a standing committee upon confirmation by two-thirds of the Senate, and

WHEREAS the RHA standing committees exist to foster discussion on University policies and services and allow for exploration of methods for improving campus life, and

WHEREAS RHA VPs of Diversity and Inclusion hold an important role in promoting diversity and inclusivity in residence halls and RHA itself, and are supported by the structure of DIACom, and

WHEREAS establishing DIACom as a permanent committee, with continued emphasis on maintaining its structural improvements, gives it legitimacy that is important for encouraging advocacy efforts,

46 **THEREFORE BE IT RESOLVED** that Beltran, Coordinator for the Common Ground
47 Multicultural Dialogue Program, serve as DIACom’s advisor, as defined in the coordinator
48 position description, with continued support from current committee advisor Aaron Hood, and
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50 **BE IT FURTHER RESOLVED** that Beltran devises a meeting time and location prior to hall
51 and area council applications opening in for the Fall 2020 semester so interested individuals are
52 sure they can regularly attend committee meetings, and
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54 **BE IT FURTHER RESOLVED** that elected Vice Presidents of Diversity and Inclusion will
55 receive training at the Fall 2020 RHA Leadership Training Day that spans two sessions to best
56 prepare them for this role by discussing diversity and inclusion at large, learning campus-level
57 context surrounding these topics, and setting actionable items that the vice presidents can
58 accomplish in their roles, and
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60 **BE IT FURTHER RESOLVED** that Vice Presidents of Diversity and Inclusion participate in
61 additional training related to their role through organized sessions offered through the Office of
62 Diversity and Inclusion, and
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64 **BE IT FURTHER RESOLVED** that DIACom’s chair will regularly attend Senate to update the
65 body on the committee’s progress, and
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67 **BE IT FURTHER RESOLVED** that diversity and inclusion-focused programming resources
68 and contacts for relevant organizational and departmental contacts be distributed to the vice
69 presidents to help guide their initiatives, and
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71 **BE IT FURTHER RESOLVED** that DIACom be approved as a standing committee with a
72 membership of every Vice President of Diversity and Inclusion and a maximum of four senators,
73 and
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75 **BE IT FINALLY RESOLVED** that the Vice President of Diversity and Inclusion position
76 become an official position on all resident councils, in addition to presidents, senators, and vice
77 presidents of sustainability, with the following positional duties:
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- 79 (a) Maintaining membership on the RHA Diversity and Inclusion Action Committee
80 (DIACom)
- 81 (b) Serving as a liaison between the council and DIACom
- 82 (c) Advocating for and introducing inclusion efforts within their residence halls and
83 communities
- 84 (d) Collaborating with their council, Resident Assistants, multicultural advocates and
85 professional staff to implement diverse and inclusive practices and programming.
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