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Reflection

EDI @ UMB
2023-2024





- Achieved ranking of Best Employers for Diversity in ‘Forbes’ Survey: 2022 and **again** in 2023 and **2024!**
- Launched the University’s first ever **Diversity Strategic Plan: Weaving University REPS: Diversity, Action, and Accountability Plan**



REPRESENTATION, REPETITION, REPUTATION

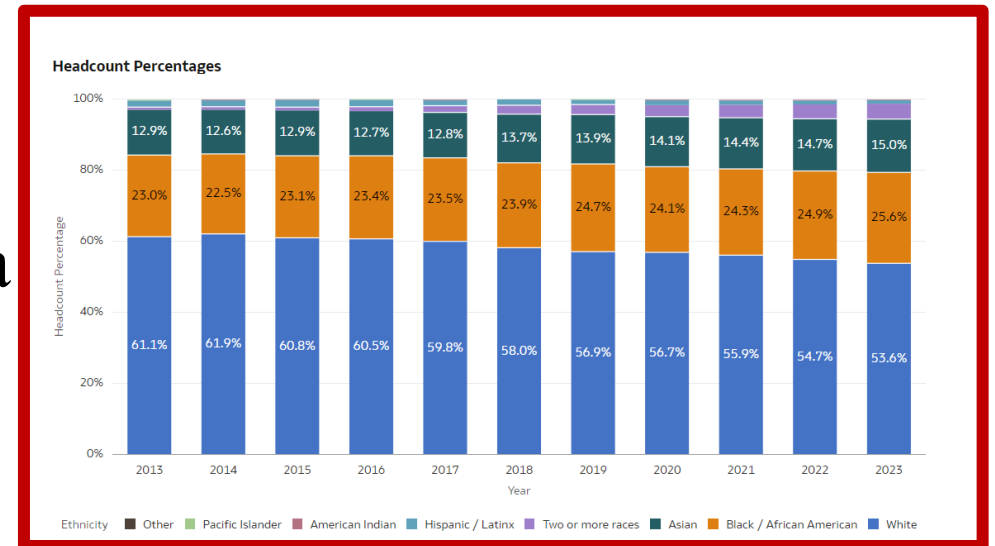


Strengthened and Expanded Assessment Infrastructure:

- Developed and Launched in collaboration with CITS the **Data Dashboard**.

Phase I: Launched

Phase II: Initiated Student Data



- Developed, Assessed, Advanced, and Socialized the Staff and Faculty Experience **Surveys**.
- Student Survey- Spring 2024



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- **Expanded Outreach to Faculty of Color:**
 - Faculty of Color Network:
 - 4 Luncheons: approximately 60+ attendees
 - 1 Juneteenth Event: 14 attendees
- **Launched EDI Innovation Grant Program**
 - Awarded 3 Grants totaling \$27,000





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- Developed and Strengthened **Employee Resource Groups/Affinity Groups**
- Continued **1807 Commission Initiative**
 - Phase I: Completed Spring 2023
 - Presentations to DAC, Deans and VPs, and constituent group meetings
 - All campus Presentation of Findings – April 4, 2024.
 - Alumni Presentation – June 26, 2024





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Sponsored, Co-sponsored and Supported Capacity Building Efforts

- Co-Sponsored “Undoing Racism” workshop with School of Social Work
- Co-Sponsored Native American Heritage Month Celebration with SON

**ACKNOWLEDGING
NATIVE AMERICA**

WHILE SOARING TO NEW HEIGHTS

UMB Celebrates Native
American Heritage Month





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Sponsored, Co-sponsored and Supported Capacity Building Efforts

➤ *Executive Capacity Building and Leadership Development*

- Organized theme and facilitation of EDI workshops at Deans and VPs retreat in fall 2023
- Led and facilitated EDI workshops at Deans and VPs meetings in Spring 2024





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Sponsored, Co-sponsored and Supported Capacity Building Efforts

➤ *Capacity Building and Leadership Development*

➤ **Launched and Executed EDI Capacity Building Workshops**

➤ **35+ workshop** sessions @ approx. 40 people each universitywide

➤ People Leader/Manager workshops- **over 200 people** registered in first hour of registration for session one.

➤ Individual Contributor/Staff workshops – virtual and in person

➤ All Campus themed workshops - e.g. EDI Leadership: Application and Integration; Microaggressions: Understanding the Bigger Picture of Everyday Interactions





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Sponsored, Co-sponsored and Supported Capacity Building Efforts

➤ *Faculty Development in Diversity*

- Sponsored 11 faculty for **NCFDD** – National Center for Faculty Development and Diversity Faculty Success Program.
- Co-sponsored attendance of **AAMC** Health Equity Leadership Certification Program.
- Co-Sponsored DEI Officers to attend **NADOHE** conference and workshop .
- Co-sponsored attendance to **AAC&U** Conference on Diversity, Equity, and Student Success.

- ***Developing an Assessment model for professional development and advancement***

- First 2 cohorts of NCFDD Faculty Development Workshop report accomplishments since attending



- Promotion: Dean, Tenure, Tenure Track
- Grants: \$424,875 R21 grant as PI from the National Institutes of Health (NIH)- National Institute for Minority Health and Health Disparities (NIMHD) for a project titled, “Medicare Advantage and its impact on oral health equity among older adults.”



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- **Publications: More than 20 new publications reported**

- **Leadership:**
 - Representative to the **International Association for Dental, Oral, and Craniofacial Research (IADR)/AADOCR Publications Committee**

 - Program Advisory Committee for the **NIH National Institute of Dental and Craniofacial Research (NIDCR) Dental Public Health Residency Program.**

- **Awards:**
 - **DAISY Award for Extraordinary Nursing Faculty – 2023**

 - "Top Doctor" in Neurology – Multiple Sclerosis, *Baltimore Magazine*; featured article and cover image



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School/Unit EDI Highlights



UNIVERSITY *of* MARYLAND
SCHOOL OF DENTISTRY



UNIVERSITY *of* MARYLAND
GRADUATE SCHOOL



UNIVERSITY *of* MARYLAND
SCHOOL OF MEDICINE



UNIVERSITY *of* MARYLAND
SCHOOL OF NURSING



UNIVERSITY *of* MARYLAND
SCHOOL OF SOCIAL WORK



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UNIVERSITY of MARYLAND
SCHOOL OF DENTISTRY

- Equity, Diversity, and Inclusion Champions in all of the classes and department units;
- Equity, Diversity, and Inclusion workshops included in all new student orientations (hygiene, predoctoral, and resident learners);
- Office of Equity, Diversity, and Inclusion gave an oral presentation at the American Dental Educational Association Annual meeting about our EDI journey and practice that included all staff and faculty with time and effort assigned to EDI;
- Office of Equity, Diversity, and Inclusion manuscript published in the *Journal of Dental Education* on health equity curriculum mapping work;



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UNIVERSITY of MARYLAND
SCHOOL OF DENTISTRY

- Second year of equity, diversity, and inclusion mentoring program for clinical faculty in the Department of Comprehensive Dentistry;
- Second year of implicit bias training provided to all School of Dentistry members participating in predoctoral admissions;
- First-year students community read of *Teeth* with a conversation with Mary Otto, the book's author;
- A Women's History Month Celebration in collaboration with the Maryland Student Chapter of the American Association for Women Dentists that featured the Centers for Medicare and Medicaid's first chief dental officer, Maryland alumna, Dr. Natalia Chalmers



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- Recent budget approval for Director of Diversity Position and Professional Development Funding
- OEDI supported Intercultural Development Inventory Certification for GS EDI Officer
- LEAPS supported the Social Justice Syllabus Tool initiative
- Inaugural MS DEI Leadership cohort with over 20 students
- Monthly Online JEDI Community with faculty and staff
- Faculty and Staff Climate survey rated Graduate School DEI efforts favorably
- GS EDI Officer completed PhD in Language, Literacy, and Culture



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SCHOOL OF MEDICINE

- Established SOM EDI Office
- Recruited the amazing JP Pierre to be inaugural EDI Office Director
- Held successful in-person events to celebrate diversity and foster inclusion and engagement:
 - Sept 2023 Hispanic Heritage Month celebration in HSF III
 - Feb 2024 Celebrating Diversity Dinner at M&T Bank Exchange
 - June 2024 Inclusive LGBTQ+ Health Excellence Symposium
- Pride 2024: Coordinated a unified Pride Parade presence across UMSOM, UMB, and UMMC
- Pride 2024: Launching an SOM OutList
- Finalizing our SOM EDI Strategic Plan



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- Macy Foundation Proposal- Eliminating structural racism in nursing academia: A systems change approach to anti-racist nursing education. 12 schools were selected to participate in learning collaboratives to develop projects that will address structural racism and promote anti-racist nursing educational environments in their respective institutions
- Together in Unison- rebranding of our 5th Monday professional development days
- Black Angels Booked for Lunch-Special Book club discussion with author Maria Smilios and Virginia Allen, the last surviving Black Angel



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SCHOOL OF NURSING

- From Words to Action- A black history month 4-part series on the National commission to address racism in Nursing.
- UMB open house- UMSON OEDI participated
- Squeegee Kids documentary premiere- We partnered with the 3 other nursing schools in Baltimore (Coppin, Morgan, Hopkins) to showcase the documentary- Squeegee Kids: Understanding the Misunderstood
- Saving Stella Booked for Lunch- Author Senator Shirley Nathan-Pulliam joined us for this special Booked for Lunch
- Freedom Lifted professional development for EDI council
- Restorative Justice Level 1 Facilitator training
- Restorative Justice Student Leadership program



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Events:

- J.E.D.I. Awards 2024
- First Annual J.E.D.I. Summit

Trainings Offered:

- The People's Institute of Survival and Beyond "Undoing Racism" training for SSW Leadership, faculty, staff, students, UMB stakeholders, and community members
- The SHARP Framework Team, via a SAMHSA grant, has been working to expand the SHARP Framework (Structural Oppression, Historical Context Analysis of Role, Reciprocity, and Power) and provide antiracism and anti-oppression training to human service professionals and social work students to improve outcomes for black and other non-white families.





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Trainings Offered Cont'd:

- L.E.A.D. Institute for CPE
- Equity Training for Search Committees
- UMB Francis King Carey School of Law DEI Student Training
- L.E.A.D. Institute for MSW Students
- Understanding Transparency and Information Access: A Freedom of Information Act Training Event
- SSW Spring 2024 DEI Training for Faculty and Staff
- Pathways to Change: Fostering Diverse and Inclusive Learning Environments
- Creating Accessible Spaces for Learning and Collaboration through Universal Design



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SCHOOL OF SOCIAL WORK

Initiatives:

- Continued the ODEI Textbook Lending Initiative
- Launched the UMSSW Gratitude Project
- The J.E.D.I. Curriculum Committee completed the MSW program's first set of JEDI-Focused Guidelines for Course Review.
- The Social Work Advocates for Social Change (SWASC) course and coalition contacted sponsors and community organizations and contributed oral and written testimony for over 40 bills.



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- The Accessibility Evaluation (AHEAD) Team ensured universalized accessibility at the School of Social Work, including incorporating Universal Design in social work education, training, workspaces, and practice.
- The University of Maryland Shady Grove (USG) Team collaborates with UMBC's BSW program and partners at Montgomery Community College and Montgomery County Public Schools to create a Social Work Pathway Program.

- The Office of Field Education (OFE) developed a clear policy and proclamation for universal access for students of all abilities, sought approaches and accommodations to ensure all students have access to experiential learning opportunities, continued to incorporate the SHARP framework into the curriculum of foundation field seminar, offered JEDI training to field instructors, and participation on the JEDI curriculum committee to review practicum curriculum for accountability to anti-oppressive materials and practice.
- The Positive Schools Center (PSC) Community Schools Team visited Annapolis, MD, to advocate and provide an oral/written testimony for Senate Bill 0370, which focuses on establishing rental assistance for Community School Programs to provide rental assistance to eligible student households.



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- The Child Welfare Academy infused DEI values, principles, and practices into multiple facets of the training program, including training development, design, and delivery, as well as the training setting, scheduling considerations, and evaluation components.
- The DREAM Disability Justice Student Group, including Claire Carty-Tolentino, Amanda Consol, and Maura Hogan, has continued to work to further accessibility and Disability Justice at the SSW. This includes launching a new website with a plethora of resources connected to disability justice at UMB and in the broader community.



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Thank you, DEI Leaders for your
efforts
and hard work!





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Looking to the Future:

State of EDI at UMB:

Sept 9, 2024, 2-4 pm HSFII

School of Medicine

School of Law

Graduate School



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