**University of Maryland, Baltimore’s Commitment to Diversity, Equity, Inclusion, and Anti-Racism**

At the heart of the UMB mission is the improvement of the human condition. We strive to improve the human condition by addressing racism, breaking down oppressive systems, improving equitable access to higher education and employment, and creating an inclusive learning and work environment for all. We will continue to work to address systemic racism and break down barriers that prevent success, inclusion, and respect. Our four primary goals are to become a more diverse, inclusive, equitable, and anti-racist institution.

Commitment to Anti-Racism

As a university and anchor institution in Baltimore City, UMB is committed to doing our part to eradicate all forms of racism. This includes individual acts of racism and bias and systems that disproportionally impact people across their race and other social identities (sexual orientation, gender-identity, religion, ability, and socio-economic status). We recognize this is not an easy goal to accomplish, so we pledge our long-term commitment towards being an anti-racism university.

We define anti-racism as an environment where we collectively and individually take an active stance against all forms of oppression and strive to break down institutional barriers based on group membership. Anti-racism institutions have a vision towards overcoming systemic racism and include full participation and shared power with diverse groups. Members of the institution are allies in combating all forms of social oppression and work to use restorative practices to create and maintain trust.

Commitment to Diversity, Equity, and Inclusion

At UMB, we are working to create and maintain a diverse environment where individuals of all identities are represented in all roles and levels of responsibility throughout the institution. We strive for an equitable environment where all students, faculty, staff, and neighbors have access to the tools they need to be successful based on the way that they individually define success. Our aim is to create an environment where all individuals are and feel welcomed, respected, heard, and valued

Our Commitment in Action

We recognize that a statement is not enough and that strategic action is required; therefore, we as an institution are making the following commitments:

* Appointing a Chief Diversity, Equity, and Inclusion Officer
* Establishing and funding an Office of Diversity, Equity, and Inclusion capable of [insert mission]
* Creating an “Anti-Racism” tab on the University website where Diversity, Equity, and Inclusion initiatives will be outlined
* Publish an annual Diversity, Equity, and Inclusion report to communicate progress and promote accountability
* In addition to the current Diversity Advisory Council to the President’s office, a Diversity, Equity, and Inclusion presidential leadership team or advisory board for the President will be created.
* Increase marketing efforts of how students and employees can report acts of discrimination to the Office of Accountability and Compliance
* Establish a University-wide team to develop a Diversity, Equity, and Inclusion plan and deliverables
* Create an anti-retaliation statement
* Conduct and publish an accurate history of UMB’s role and the ways that it benefited from structural racism
* Provide fiscal support or sponsorship for the planning and implementation of Diversity, Equity, and Inclusion initiatives

Why are We Centering Racism as Opposed to Focusing on Oppression?

In UMB’s commitment to dismantling oppression, we are intentionally adopting an anti-racism approach. Anti-racism centers race because race has been the foremost factor for oppression in this country. In the U.S., race was used to steal the land from the Indigenous people who originally occupied it. UMB, the City of Baltimore and a portion of the State of Maryland were built on the land of the Piscataway Nation. The atrocities and deliberate policies and practices enacted to promote a doctrine of discovery while actively working to disappear, disenfranchise, and dis-empower the Indigenous People of this land were based on race.

The free labor that was used to build the wealth of this nation was based on the enslavement of Africans and the descendants of Africans. These policies and practices, too, were based on race. After slavery, Black codes, Jim Crow laws, anti-miscegenation laws, citizenship restrictions, redlining, and other laws, regulations, and practices were based on race. Race has always been centered in oppression and must therefore be centered in anti-oppression work to acknowledge and reconcile this country’s long-standing practice of using race as a means for determining who is permitted to live, be free, receive citizenship, vote, and other inalienable rights.

Through centering race and recognizing intersectionality – the presence of two or more overlapping oppressed identities – anti-racism works to eliminate individual oppression and oppressive practices, policies, and systems that impact people based on sexual orientation, gender-identity, religion, ability, and socio-economic status.

The University of Maryland, Baltimore’s Views on Racism

Racism degrades the human dignity of every one of us. At the University of Maryland, Baltimore, our commitment to improving the human condition begins with restoring that dignity.  
  
Racism will not be defeated merely by opposing it via words. It will take a deep commitment to action from everyone in the UMB community to create the change we want to see.  
  
Racism appears in overt and covert ways – these open and hidden forms of oppression are institutionalized within institutions of higher education and society, including here at UMB. Systemic racism has been a part of our culture even before the founding of our nation. We are prepared to face the ugly truth of racism and its history.  
  
Racism is ubiquitous, so we will examine and confront our biases and the role of privilege in every part of our culture, and we will seek to understand one another and value the richness of our differences.  
  
Racism deforms and distorts our most precious values. We will measure our actions carefully by the yardsticks of equality, inclusivity, diversity, and compassion, and we will hold one another accountable to do what is right and to advance social justice.  
  
Racism is destructive and dehumanizing. It threatens our lives, our livelihoods, and our spirit, so we will prepare students, faculty, and staff to use the skills and wisdom they possess and acquire at UMB to combat racism throughout their careers and lives.