



UNIVERSITY *of* MARYLAND, BALTIMORE

Continuing Our Conversation About Race

July 28, 2015

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Diversity Advisory Council

The Diversity Advisory Council makes recommendations to the president that promote the University's commitment to diversity and a culture of inclusion. The council enhances the environment to ensure that diversity is valued and that inclusion is a guiding principle in every aspect of the University's activities.

Chair	Elsie Stines, DNP, MS, CRNP
Vice Chair	Vanessa Fahie, PhD, RN
Ex officio	Roger Ward, EdD, JD, MPA

Conversation Themes

1. Career and Professional Advancement
2. Cultural Competency
3. Community Service and Engagement

Career and Professional Advancement

1. Are underrepresented minorities—in particular African Americans—routinely passed over for promotions and other advancement opportunities?
2. Does the University lack clear career pathways—particularly at lower paid positions—that would provide underrepresented minorities opportunities to advance their careers at the University?
3. Is there a lack of underrepresented minorities in leadership and supervisory positions at most levels of the University?

Cultural Competency

1. Do faculty, staff, and students lack the cultural competency necessary to effectively engage, interact with, and serve the members of Baltimore's diverse communities?



Community Service and Engagement

1. Are students inadequately prepared by the University to work with and within Baltimore's underserved communities?
2. Are service projects and experiences developed without sufficient input from Baltimore's communities—resulting in projects and experiences that are not always impactful, meaningful, and valued by the community?
3. Does the debt burden with which UMB students graduate act as a barrier to pursuing lower paying career opportunities in urban and underserved communities?

Career and Professional Advancement: Recommendations

1. Conduct a comprehensive analysis of the University's personnel actions relating to recruitment, promotion, tenure, reclassifications, and equity adjustments.
2. Enhance the University's efforts to promote a culture of diversity and inclusion—particularly in its workforce—as prescribed by the *2011–2016 Strategic Plan*.
3. Evaluate the University's job classification system and, where necessary, modify the system to create a clearly defined career advancement pathway and career development opportunities for each position.

Cultural Competency: Recommendations

1. Draft and adopt a Statement on Cultural Competency that clearly defines “cultural competency” for the University community. The statement should form the foundation for the cultural competency initiative prescribed by the *2011–2016 Strategic Plan*.



Cultural Competency: Recommendations

2. Evaluate strategies for enhancing cultural competency at the University, including:
 - a. Encouraging UMB's schools to enhance cultural competency within their curricula and making available to faculty, staff, and students resources that advance that goal.
 - b. Partnering with the University of Maryland Medical Center to promote cultural competency across both organizations.
 - c. Engaging the University community in a dialogue about the cultural competency research and recommendations to be undertaken by the President's Fellows in 2015–16.

Community Service and Engagement: Recommendations

1. Support the newly formed Office of Community Engagement in the Office of the President in building a comprehensive and coordinated community engagement strategy for the University.



Community Service and Engagement: Recommendations

2. Prioritize key components of this strategy, including:
 - a. Orientations and professional development in community service and engagement.
 - b. A University “day of service.”
 - c. An effort to enhance UMB’s presence in, and partnership with, the communities immediately adjacent to campus.
 - d. A career program that educates community residents about employment opportunities at the University.

Career and Professional Advancement: Recommendations

Conduct a comprehensive analysis of personnel actions

1. Human Resource Services (HRS) has begun a comprehensive review of the University's personnel actions relating to recruitment, promotion, tenure, reclassifications, and equity adjustments over the past three fiscal years. The analysis will be conducted at both the University and school levels; include both faculty and staff; and examine these personnel actions with regard to race/ethnicity and gender.



Career and Professional Advancement: Recommendations

Evaluate UMB's job classification system

2. HRS will recommend to UMB senior leadership a new job classification system with a clearly defined career advancement pathway and career development opportunities for each position.

Promote a culture of diversity and inclusion

3. In accordance with the *2011–2016 Strategic Plan*, the Diversity Advisory Council (DAC) and HRS will engage an external consultant to conduct an institution-wide climate survey to assess perceptions of diversity and inclusion among students, faculty, and staff.

Cultural Competency: Recommendations

Adopt a “Statement on Cultural Competency”

1. DAC will draft a cultural competency value proposition and present it to UMB senior leadership for consideration.

Evaluate strategies for enhancing cultural competency

2. As part of the 2015–16 President’s Symposium and Whitepaper Project, the President’s Fellows will engage the campus community in dialogue and scholarship on cultural competency as it relates to our work in law, health, and human services and provide UMB senior leadership recommendations on how to better prepare culturally competent professionals.

Cultural Competency: Recommendations

Evaluate strategies for enhancing cultural competency

3. Drawing on its own work and on the recommendations of the President's Fellows, DAC will propose to UMB senior leadership a framework to guide the University's effort in promoting cultural competency as an essential attribute in the ongoing growth and development of faculty, staff, and students.



Community Service and Engagement: Recommendations

Prioritize key components of a comprehensive, coordinated community engagement strategy

1. DAC recommends that the University, through the Office of Community Engagement, design and implement community service and engagement orientations and professional development opportunities for faculty, staff, and students.



Community Service and Engagement: Recommendations

Prioritize key components of a comprehensive, coordinated community engagement strategy

2. DAC recommends that the University pilot a Day of Service, modeled after UMB's annual Interprofessional Education Day.



Community Service and Engagement: Recommendations

Prioritize key components of a comprehensive, coordinated community engagement strategy

3. In FY 2016, the University will establish an Extension Center that enhances UMB's presence in, and engagement with, the West Baltimore communities closest to campus.
4. DAC recommends that HRS pilot an Employment Readiness Program that educates community residents about job opportunities at the University and prepares them to be competitive applicants for open positions.

Community Service and Engagement: Recommendations

Prioritize key components of a comprehensive, coordinated community engagement strategy

5. DAC recommends that the University establish a task force to evaluate: (a) the impact of UMB's increasing cost of attendance on access to, and affordability of, academic programs; and (b) whether the debt burden with which UMB students graduate acts as a barrier to pursuing lower paying career opportunities in urban and underserved communities.



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www.umaryland.edu/president/diversity-advisory-council



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