



UNIVERSITY of MARYLAND
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OFFICE OF EQUITY, DIVERSITY,
AND INCLUSION

Reflection

EDI @ UMB

2022-2023





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





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Diversity Strategic Plan: UMB's Action and Accountability Plan



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Assessment and Accountability

Data Dashboard

This University of Maryland, Baltimore (UMB) Equity, Diversity, and Inclusion (EDI) Data Dashboard maps and tracks the current state and progress of EDI at UMB related to areas such as presence, recruitment, retention, promotion, and access.

This accessible, transparent, and effective tool displays the state of EDI across all schools and administrative units at UMB. These dashboard provides deans, vice presidents, other institutional leaders, and the entire UMB community information to address EDI gaps and opportunities to develop informed and innovative change and implementation strategies.

The data provided here is already publicly available by group and semester in PDF form as Employee Reports on the Institutional Effectiveness and Strategic Planning (IESPA) website, generated by PeopleSoft. The EDI Data Dashboard provides a transparent and accessible multiyear view on one platform for multiple users working to increase equity and diversity at UMB. It will continuously be reviewed and revised, along with data collection and dissemination practices and processes, to be more representative and inclusive.

PRESENCE AND RETENTION



Presence dashboards provide headcount statistics, trends, and comparative analysis for various personnel groups by organization,

HIRING



Hiring dashboards provide statistics, trends, and comparative analysis for various personnel groups by organization (unit, school, or Universitywide), race/ethnicity¹, and gender². Hiring and headcount trends provide trend

PROMOTION



Promotion dashboards provide statistics, trends, and comparative analysis for various personnel groups by organization (unit,



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Faculty Experience Survey

Launched Spring 2023





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Staff Experience Survey

Results shared with UMB community

Spring 2023



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The UMB Office of Equity, Diversity, and Inclusion launched the **Be JEDI (Belonging, Justice, Equity, Diversity, and Inclusion) Innovation Grant in Spring 2023.**

UMB full-time staff and faculty applied for this interprofessional and interdisciplinary grant.

Three Grants Awarded:

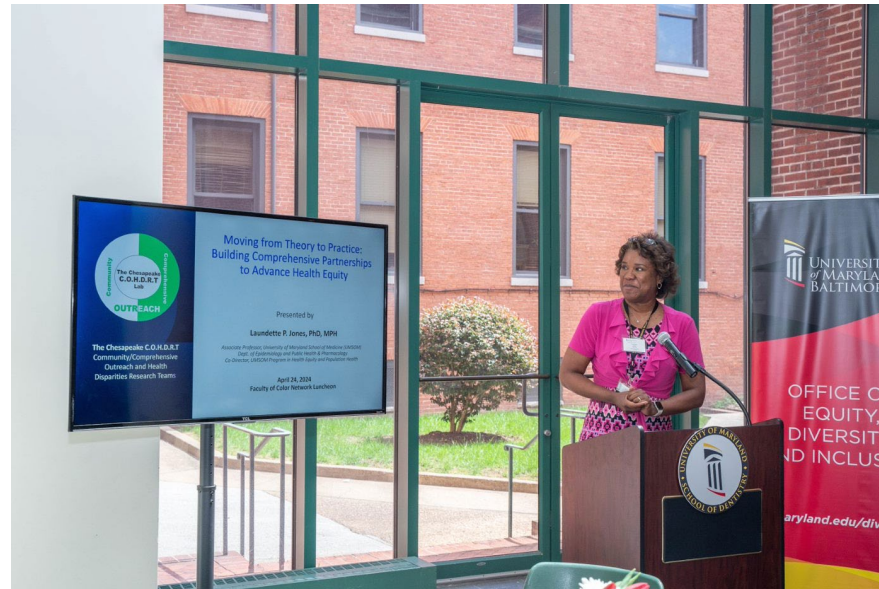
- **Faculty Educational Training Program - Fostering inclusion through a trauma informed pedagogical framework.**
- **Supporting University Culture, Engagement and Belonging: Building EDI Micro-Credentials**
- **Critical Conversations Dialogue Program (CCDP)**



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Faculty of Color Network Launched Fall 2022

- **Supports the recruitment, retention, and overall success of faculty from underrepresented groups, particularly Black, Latinx, and Indigenous faculty.**
- **Provides opportunities for community building, knowledge sharing, and networking.**





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Diversity Advisory Council Realignment



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Sponsorship of Faculty Development and Career Advancement

**National Center for Faculty Development and Diversity
(NCFDD) facultydiversity.org**

**National Inclusive Excellence Academy (NIXLA)
inclusiveexcellenceacademy.org**



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Office of Equity Diversity and Inclusion 2023

