



**USM Board of Regents**  
**Toward Racial Equity and Justice: A Plan for the USM**  
**Thursday, July 23, 2020**

The killing of George Floyd in May—reminiscent of so many other acts of brutality against Black Americans—has galvanized our nation to reckon with its long history of racism, injustice, and police violence. It has also fueled conversations about the systems, structures, and biases that teach racism, that sustain racism, and that allow it to flourish.

The University System of Maryland (USM) understands that every institution must examine its own role in perpetuating structural racism and must commit to anti-racist policies and anti-racist action. The USM Board of Regents has developed a framework for its efforts to dismantle structural racism within the University System itself; to elevate issues of race and racism in our teaching, research, and scholarship; and to redress racial inequities and advance social justice in our own communities.

**Equity and Climate in the USM**

The USM will evaluate whether we treat our own people right, fairly, with equitable opportunity. Among the issues we'll examine are college access and success among Black students; college affordability; diversity among faculty, staff, and leadership; promotion, tenure, and compensation among faculty and employees; implicit bias and cultural competency training; hate crime and hate bias protocols; and training for campus police and safety officers.

**Education and Research at the USM**

The USM will examine how our universities are teaching issues of race, racism, and social justice; how our curricula in these areas compare to national exemplars and best practices; and what opportunities exist for novel research to advance our understanding of diversity, equity, inclusion, and bias.

**Service Mission at the USM**

The USM will examine how we apply our knowledge to eliminate racial disparities and social injustice, and how we involve students in this work. We will collaborate with partners in education, anti-poverty, workforce development, criminal justice, health care, and policy research to develop productive and sustainable experiential learning and engagement programs.

Certainly, the USM's universities are already undertaking many of these efforts. At the Board of Regents' Aug. 26 meeting, the University System presidents will share their institutions' work in

these three domains, informing a USM inventory of where action is underway, where we have gaps, and where collaboration is warranted.

Next steps include identifying discrete, measurable priorities for USM action and the outcomes to which we'll hold ourselves accountable, and assembling a structure for organizing and for regularly and publicly reporting on this effort.

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