

Our renewed commitment to diversity

The Department of Anatomy & Neurobiology
University of Maryland School of Medicine

For far too long many of us have sat on our pinnacle of academic privilege, doing little to actively address the inequities, in academic science, in the representation and success of those of us who are neither Caucasian nor male.

Starting now, we will actively correct this by learning that implicit biases and microaggressions are common and pernicious forms of racism and sexism. And that we are often unaware that we are participating in these transgressions.

We will recruit trainees and faculty members that are underrepresented in our department. We will create a nurturing and supportive environment that fosters, mentors and promotes these recruits, so that they are as successful as we are.

We will continue to support the mission of our [Science Training for Advancing Biomedical Research Postbaccalaureate Program](#). We will continue to support our [UMB CURE](#) program. We will be better contributors to our [Meyerhoff Scholars Program](#). We will expand our participation in programs with public schools in our neighborhood, and in colleges and universities in our area, that champion successful programs such as the [Bridges](#) and [ASCEND](#) programs. And we will learn from the leaders of these programs how to increase diversity among future leaders in science.

We will significantly expand the diversity of speakers in our conferences and seminar series.

We will consider active participation in these activities an important factor in promotion, tenure, and retention decisions.

We will take ownership of this commitment, and we will not assign it to those who have been marginalized by our previous inactions.