



SCHOOL OF PUBLIC HEALTH

Anti-Racism and SPH: Our Commitment to Bettering Our World in SPH and Beyond

The University of Maryland School of Public Health is committed to becoming an anti-racist institution. Our path forward is toward a commitment to anti-racist interventions that explicitly seek to eradicate racism and seek to integrate the principles of inclusion, diversity, access, equity and justice. In doing this work, we will address all systems of oppression, as all systems of oppression feed each other. Anti-Black, anti-Asian, anti-Latinx, anti-Indigenous, anti-People of Color, beliefs, behaviors, policies and practices are counter to everything we seek to do and be in this community and in the field of public health.

And yet we have a long path ahead of us to do this work consistently, ethically and effectively. This effort embodies the principles and ethics of public health. This work boldly serves to end the systems of oppression that are embedded in everyday practices, institutions and have been part of our American culture for 500 years. It will take time for us to create systemic change, but it starts here with us in the School of Public Health. We must all recognize and work to change the structures and practices that have been shaping systemic racism in our own selves, our units, the school and university in order to create real change.

It is the expectation that each unit and individual in the School of Public Health joins this commitment through interpersonal interactions, mentorship, curriculum, teaching, recruitment and hiring, professional development and training, research, community engagement and more. And as an institution we are committed to supporting each of you and each unit in building the awareness, knowledge, and skills to create that change.

This is one of the greatest needs and moral imperatives of our time, in public health and beyond, and we will do this together.