

## **Department of Psychiatry Resolution to Address Racism**

The Department of Psychiatry is committed to actively examining, identifying, and addressing systemic racism and structural inequality. These issues are complex, affecting not only our Department but the entire medical system and Campus. Through work with our School of Medicine and University of Maryland Medical System colleagues and partners, we are committed to modifying policies and operations to assure our ongoing commitment to Equity, Diversity, and Inclusion.

Our action plans include the establishment and development of:

1. Diversity leadership within the Department
2. Diversity and Antiracism curriculum for all trainees
3. Department-wide initiatives and training in antiracism and social justice
4. Leadership training to facilitate difficult conversations
5. Recruitment and retention strategies for faculty and staff