



UMB News

UMB Names 1st Chief Diversity, Equity, and Inclusion Officer

April 2, 2021 | By [Alex Likowski](#)

University of Maryland, Baltimore (UMB) President **Bruce E. Jarrell, MD, FACS**, has concluded a national search with the appointment of the University's first chief diversity, equity, and inclusion officer and vice president (CDEIO/VP). Diane Forbes Berthoud, PhD, will assume the position July 1, reporting directly to the president. As CDEIO/VP, she will steward UMB's commitment to diversity, equity, and inclusion (DEI); catalyze the institutional change necessary for deepening and strengthening that commitment; and design and operationalize a transparent accountability framework to measure and evaluate the impact and effectiveness of the University's DEI initiatives at every level of the institution.

"I am excited to welcome Dr. Forbes Berthoud to UMB, and I am eager to work together with her to identify issues and improve structures and systems at our University to continue to build a culture that is truly inclusive and equitable for every member of our community," Jarrell said. "I have been so impressed with the thoughtful and collaborative way Diane has interacted with her future UMB colleagues during the search process. It's no wonder she was able to accomplish so much at the University of California, San Diego [UCSD]."

Forbes Berthoud has held several critical positions at UCSD since 2011, most recently associate vice chancellor for equity, diversity, and inclusion. In that role, she led the management of the university's first Strategic Plan for Inclusive Excellence, directed central aspects of an accountability process involving senior leadership, provided leadership in the development of accountability data dashboards to track key metrics, and oversaw the creation of an equity, diversity, and inclusion best practices resource and diversity strategic planning toolkit to guide the planning and implementation processes.

As CDEIO/VP, Forbes Berthoud will work in close collaboration with the provost and other senior University officials, leading the development of a strategic action plan that will leverage current efforts, and create a sustainable infrastructure that effects every aspect and every level of UMB.

"I am thrilled to have the opportunity to bring my experience and passion to UMB and I look forward to working together with every part of the University community to achieve our goals," Forbes Berthoud said. "The work of equity, diversity, and inclusion is not a solo job. It's not the chief diversity officer saying, 'This is the way.' It is really understanding both the principles and the values, sharing those in a leadership role, and



Diane Forbes Berthoud, PhD

bringing everyone into that picture to achieve a cohesive vision and have outcomes that will really move the institution towards greater excellence.”

Prior to serving as UCSD’s associate vice chancellor for equity, diversity, and inclusion, Forbes Berthoud oversaw academic planning, strategic planning, and implementation as academic director of the university’s 4,000-student Sixth College. She served on the Chancellor’s Committee on the Status of Women, developed and enhanced the global education program, and was honored with a university-wide diversity award for outstanding efforts in advancing UCSD’s academic and institutional goals in diversity, equity, and inclusion. Forbes Berthoud also was founding faculty of the RISE San Diego Urban Leadership Fellows Program, a partnership with the University of San Diego to

advance leadership and workforce development and civic engagement, and she was recognized as a 2020 San Diego Woman of Distinction by *San Diego Woman Magazine* for her contributions to higher education, community, and society.

Forbes Berthoud also has considerable history in the Baltimore-Washington region, serving as faculty and lecturer at George Washington University, George Mason University, Howard University, the University of Maryland, College Park, and Trinity University, where she was associate professor and chair of the Department of Communication. Outside of academia, she served as an organizational development consultant with Montgomery County Government and the American Psychological Association, and Ombudsperson at the U.S. Capitol.

Forbes Berthoud received PhD and MA degrees in Organizational Communication and Social Psychology from Howard University, and a BA in Communication and a certificate in Spanish Translation and Interpretation from Barry University. She holds a management certificate from the University of California, a certificate in mediation from the National Center for Conflict Resolution, and is a graduate of the UC-Coro Systemwide Leadership Program.

She was named UMB's inaugural CDEIO/VP following a national search and rigorous selection process organized and conducted by selection committee co-chairs, **Jane M. Kirschling, PhD, RN, FAAN**, the Bill and Joanne Conway Dean of the University of Maryland School of Nursing, and **Dawn M. Rhodes, DBA, MBA**, UMB chief business and finance officer and vice president.

"I am extremely pleased that Diane Forbes Berthoud will be serving as the University of Maryland, Baltimore's inaugural chief diversity, equity, and inclusion officer. She brings a rich array of experiences working with students, faculty, and staff in higher education as well as a proven track record of effectively engaging community stakeholders in initiatives focused on diversity, equity, and inclusion," Kirschling said.

"Diane was exceptionally impressive at every stage of the search process," Rhodes added. "I am convinced that her previous experience on a health science campus positions her well to be the inaugural CDEIO/VP for UMB. I am excited to have her join the leadership team."

University leadership, faculty, and staff were able to meet with CDEIO candidates, with finalists presenting their ideas and experience to the entire UMB community in a series of virtual town hall meetings. One key issue each candidate was asked to address was their view of the evolution of the role of diversity, equity, and inclusion in higher education.

"Previously, there was a lot of focus on diversity — who was in the room — looking at representation, and representation does matter. And we have made some strides in some areas," Forbes Berthoud told her town hall audience in January, adding that some progress also is being made on inclusion in decision-making and in programs at all levels of academia.

"Equity is really thinking about what the history and the structural barriers have been for traditionally marginalized populations, for groups that are underserved and underrepresented. Equity is concerned with barriers and disparities and recognizing them," she said. Stronger investment in such things as infrastructure, offices, staff resources, and pipeline programs will not only facilitate a greater examination of those barriers, "but now will establish the kinds of structures and the strategies and tactics to bring about the change that's needed."

"We have to be open to understanding how issues of the past impact our present reality, and what our individual and collective roles are in creating a more equitable and inclusive culture," Jarrell said. "And I am confident that Diane Forbes Berthoud will play a critical role as an adviser, a leader, and a catalyst for the institutional change we seek."

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