**Anti-Racist & Anti-Oppression Statement**

**School of Social Work, University of Maryland**

The intent of this statement is to outline my own guiding principles and commitment to action that I will take as the Dean of this School of Social Work. I am committed to building community, addressing all forms of harm, and working with others at the School, University, and broader community to create a society – comprised of institutions, communities, families, and individuals – that is transformed into one that is diverse, equitable, inclusive, and just. I embrace restorative interactions to transform policies, practices, attitudes, interactions, and behaviors by building safe places to talk, repair, and heal any harm.

**My guiding principles include:**

1. I embrace cultural humility – a lifelong commitment to self-evaluation and self-critique; a desire to fix power imbalances; and aspire to develop partnerships with people and groups who advocate for others.
2. I examine power and how it oppresses others. I recognize the importance of being inclusive and remembering that all have a voice, strengths and capabilities. I recognize that all have rights, responsibilities, needs, & claims. I avoid attaching labels or focusing on deficits.
3. I commit to further Justice, Equity, Diversity, and Inclusion efforts at UMB’s School of Social Work. I challenge racism, sexism, homophobia, transphobia, islamophobia, anti-Semitism, nativism, ableism, ageism, classism, and all forms of oppression and its intersectionality.
4. I honor others by listening and expressing gratitude to all involved

I am committed to translating these guiding principles into **measurable, concrete action**. I embrace accountability, holding each other, our school, and our university as responsible for achieving the actions set forth. Such actions may include (but are not limited to):

1. Maintaining and supporting a school-wide Diversity, Equity, & Inclusion Committee (DEIC) and supporting the work of the Assistant Dean for DEI.
2. Working with the Assistant Dean for DEI and the DEIC to secure resources, including financial and staffing, and ensuring these resources are adequate to address any DEI goals and activities identified by me, the Assistant Dean for DEI, and the DEIC.
3. Holding direct reports and other faculty, staff, and students in leadership roles accountable to practicing the principles listed above and to achieving goals and outcomes related to DEI. Additional accountability will also be asked of faculty, staff, and students serving on committees that accomplish the work of the school.
4. Reviewing, revising, and creating policies and protocols to incorporate DEI principles and to hold all faculty, staff, and students responsible to such principles. These policies include any related to recruiting, hiring, setting salaries, or evaluating employees as well as protocols for communicating DEI concerns.

I understand that this is a living document that may evolve as lessons are learned; I am open to change and strive to be better informed and practice cultural humility. My hope is that faculty, staff, and students will join me in making a similar statement that demonstrates their commitment to addressing DEI in all that we do so that our School is an equitable and just place to work and learn.

Judy L. Postmus, PhD, ACSW

Dean & Professor