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Agenda

- · What is DEI, and where does it live?
- Where did DEI come from? Theories & History
- · Why does DEI matter?
- What resources do I have?
- · What is my role?

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What is DEI?

Diversity

 Recognizing, acknowledging, respecting, and valuing everyone's unique experiences

Equity

 Recognizing & addressing barriers (individual and structural) that prevent fairness and justice in process and results

Inclusion

The extent to which all members feel fully accepted and included

(Fitzsimmons et al.; 2023, McGill, 2023)

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What are the goals of DEI?

- Healthy Culture
- · Fair and Just Practices
- Accessibility
- Accountability
- Performance
- Satisfaction
- Belonging

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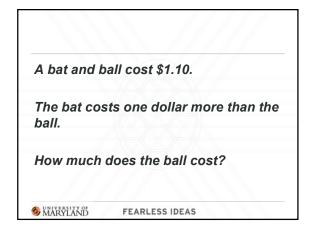
Where did DEI come from?

Theories

- · Similarity-Attraction Theory
 - We are attracted to people who are like us.
- Social Identity Theory
 - We categorize people into groups to make sense of the world.
 In-groups (us) vs Out-groups (them)
- Realistic Group Conflict Theory
 - When we perceive resources to be finite, we feel threatened when another group gets them.
- System 1 and 2 Thinking
 - Our brains take shortcuts to keep us safe and make thinking more efficient.
 - Implicit bias / stereotypes = System 1

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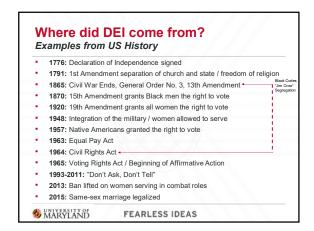
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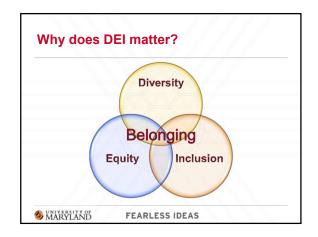


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Where did DEI come from? Theories continued... Optimal Distinctiveness Theory Every person has a fundamental need to belong, and a fundamental need to be unique. Status Hypothesis Humans have a fundamental motive to garner high status Evolutionary Perspective Our ancestors survived by banding together (in-group) against other groups (out-group) and sharing scarce resources Systemic / Institutional Perspective The processes and functions of systems / institutions facilitate inequality







Why does DEI matter?

Belongingness leads to ...

- Feeling more satisfied and positive
- Feeling accepted
- · Higher motivation sustained over time
- Believing in yourself
- Citizenship behaviors (e.g., helping)
- · Higher academic performance

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You're in the right place!

"We believe strongly that diversity and excellence are intertwined. Excellence and diversity are an essential part of the Terrapin experience." (Auly 28, 2023)

- · UMD has long promoted diversity as a core value
- Ranked Nation's #1 College for LGBTQ+ Students
- 650+ student organizations!

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What resources do I have? UMD UMD UMD UMD Office of Diversity & Inclusion diversity.umd.edu Office of Civil Rights and Sexual Misconduct TerrapinStrong Student Life https://terplink.umd.edu/ or Student Org Resource Center LGTB0+ Equity Center Nyumburu Cultural Center Office of Multi-ethnic Student Education Jewish Student Union Terp Vets American Indian Student Union ... and many, many more...

What resources do I have?

Smith School

https://www.rhsmith.umd.edu/diversity-and-inclusion/resources

- · Smith Diversity and Inclusion Committee
- · Diversity & Equity Council (DEC): a Smith Student Committee
- Smith Masters Student Association (SMSA) https://networth.rhsmith.umd.edu/smsa
- Masters Programs Office team
 - · (301) 405-9565
 - Smith-masters-programs-office@umd.edu

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