TerrapinSTRONG Onboarding Initiative

Campuswide Course Overview
A campus climate survey was conducted in 2018, indicating that many in our community were not feeling a sense of belonging and welcome on our campus. In 2019, Dr. Darryll Pines became President of the University of Maryland and announced TerrapinSTRONG as an initiative to build a sense of belonging and a commitment to diversity, equity and inclusion (DEI) on the campus at large. This was an opportunity to influence and improve the climate and foster an environment where people feel connected and like they belong.

Many groups gave input for the onboarding program before it was rolled out in June 2021, including the Deans of the Colleges and Divisions and a number of student focus groups, among others.
Since July 1, 2021, all new faculty, staff and students participate in the TerrapinSTRONG Onboarding course. All colleges and schools implemented TerrapinSTRONG Onboarding initiatives for their undergraduate students in 2021, with the goal of implementing TerrapinSTRONG Onboarding initiatives for faculty and staff by July 1, 2022.

On August 30, 2021, the first program manager for TerrapinSTRONG began work, Dr. Leslie Krafft. In January, 2022 the TerrapinSTRONG Onboarding course was also rolled out to all current faculty and staff members. The hope is that this rollout will instill that common vision and values across the entire campus community.
The University of Maryland strives to create an inclusive environment where every member of our community feels that they belong and are empowered to reach their full potential.
To be TerrapinSTRONG is to:

- Engage Diversity
- Acknowledge the role the University of Maryland has played throughout its history in denying access and full participation
- Celebrate University of Maryland traditions, trailblazers, and communities
- Take action to advance diversity, equity, inclusion and social justice

Official definitions available at go.umd.edu/TerrapinSTRONG (site updates pending)
Four Modules
Each includes a video, additional resource content, and a short reflective exercise.

Action Plan
Upon completing the modules, everyone is asked to complete an action plan. They select at least three ways to engage with TerrapinSTRONG from a menu of options.

Accessibility
The course provides captions and transcript for video and is web accessible using the ELMS-Canvas system. It is available in person in Spanish, English and Haitian Creole for staff without computer workstations and/or limited English proficiency.

The full course takes approximately 45 minutes.
Module 1: Introduction

Darryll J. Pines
President, University of Maryland

Terrapin Strong

Engage Diversity

TerrapinStrong, n. / ter-uh-pin strəwng/

We are working to create an environment where every member of our community feels that they matter and are empowered to reach their full potential.
This is where the Gallery of Trailblazers will go.
Module 3: Diversity, Equity, and Inclusion
Module 4: Traditions
Choose three ways to engage

- Join a New Community
- Show Terrapin Pride
- Explore Our History and Landmarks
- Expand Your Understanding of Diversity, Equity, and Inclusion
- Contribute to Diversity, Equity, and Inclusion
Dr. Leslie Krafft

lkrafft@umd.edu

terrapinSTRONG@umd.edu

(301) 405-0943