Diversity Leadership Council Annual Report
2012-2013:
Enabling the Community

Editor: David Crouch

Authored by the members of the Diversity Leadership Council

Executive Summary

Last year’s annual report concluded with a healthy dose of Diversity Leadership Council (DLC) soul searching. Could the DLC best serve the community as a central diversity clearinghouse or by supporting initiatives lead by others throughout the Institution? In 2012-2013, the DLC did both by continuing to raise awareness and enabling the Johns Hopkins community to reinvent diversity by supporting “local” efforts. Notably, the Disability subcommittee has enabled managers to better understand the needs of persons with disabilities by creating and disseminating “best” practices, especially with regard to web accessibility. Not to be outdone, the Development subcommittee funded its first round of Diversity Innovation Grants (DIG), which enabled eight “local” diversity campaigns throughout the institutions. This year also saw the creation of the Hispanic-Latino Faculty subcommittee, which endeavors to form an intra and inter-institutional alliance. Far from being a clearinghouse alone, the DLC has found ways to inspire action beyond the council. This report updates DLC progress since summer 2012.

Diversity Conference

On October 15, 2012 over 350 Johns Hopkins faculty and staff attended the ninth annual Diversity Conference. This exciting day continued the tradition of educating and exploring both familiar and unfamiliar diversity topics. During his plenary address, Dr. Ben Vinson, Johns Hopkins Herbert Baxter Adams Professor of History, shared the story of his diverse upbringing living in places all around the world and how that now influences his life and work in Baltimore. Seventeen workshops were offered with topics ranging from disability etiquette to religious diversity at work to building healthy communities through medical-religious partnerships.

The conference culminated in a keynote address by national mental health advocate and author, Lizzie Simon. Through sharing her personal mental health story, Ms. Simon encouraged attendees to become part of the discussion surrounding mental health by supporting a family member or friend and by advocating for quality resources for all.

The tenth annual Diversity Conference will be held on October 14, 2013.
Infrastructure

Strategy and Assessments

Most of the DLC subcommittees focus on specific issues — raising awareness for under-represented groups, planning events and activities, ensuring that the Johns Hopkins diversity panorama is in plain view. Few people see or understand the work that goes on behind the scenes. To this end, it is worth focusing on one infrastructural subcommittee, Strategy and Assessments

The Strategy and Assessments subcommittee enhances the DLC infrastructure in order to operate more efficiently and effectively. This year, the subcommittee focused on creating strategy tools for other DLC subcommittees to use when setting annual goals and planning activities. Ultimately, the goal is to produce a strategy “dashboard” called “clearinghouse” that encourages a balance between “top down” planning and grassroots strategy development. This would allow leadership to define the high-level scope of DLC activities while giving subcommittees the flexibility to respond to focused issues.

Strategy and Assessments also acts as informal liaison to make sure information is shared amongst subcommittees. The subcommittee also gathers submissions from subcommittees and plays a primary role in editing the annual report.

In addition to creating the “clearinghouse” dashboard, the subcommittee may have a role to play in assisting Johns Hopkins leadership in reviewing the diversity and inclusion components of the Gallup Employee Engagement Survey.

Subcommittee Activities

The majority of DLC work takes place in the subcommittees, which act to generate ideas, raise awareness about particular issues, make recommendations to the leadership, and form action plans.

Disability

In its second year of existence, the Disability subcommittee continued to make progress towards the overall goal of increasing awareness of disability as a component of diversity in the Johns Hopkins Institutions.

At the Diversity Conference, several subcommittee members conducted workshops on topics such as: Accommodating Mental Health Impairments in the Workforce; Practical Guidance on Disability Etiquette; and Community Reintegration, the Stigma and Discrimination Associated with Addiction and Incarceration.

One of the subcommittee’s focus areas this year was making Johns Hopkins University’s web presence more welcoming to people with disabilities, and they have made considerable progress towards this goal. They drafted various examples of welcoming language and supportive statements for individuals with disabilities, and this resulted in a best practices document entitled, “Recommendations for JHU and JHMI Website Managers: Establishing a Commitment to Students, Staff and Faculty with Disabilities on Your Website.” These recommendations were presented to the DLC and disseminated to various departments within the university for consideration. In order to reach a broader audience, subcommittee chair, Sheila Fitzgerald, and University Disability Services Officer, Abigail Hurson, presented the recommendations at a Johns Hopkins University Web Collaboration Committee meeting.

The committee received the recommendations favorably and agreed to post them as a resource on the university IT website. The committee also offered to communicate the recommendations to various departments as websites are updated.

Another way the Disability subcommittee is working to achieve a more inclusive web presence is by creating a photo bank of Johns Hopkins community members with visible disabilities. The subcommittee solicited Johns Hopkins volunteers who are willing to be photographed in the course of their work or studies. After the photo bank is complete, it will be easier for departments to include representation of people with disabilities in publications and on websites.
Development

As an institution-wide diversity clearinghouse, the DLC is not only interested in spearheading its own initiatives but also in enabling local innovation. The Development subcommittee created the Diversity Innovation Grant (DIG) program, which provides financial support for creative projects that foster diversity and inclusion within Johns Hopkins Institutions. A call for proposals, issued in October 2012, solicited more than forty proposals. In January 2013, eight projects were selected as grant recipients. Funding for this initial round of DIG grants was made possible by generous contributions, totaling $15,000, from the Johns Hopkins Health System Human Resources and Johns Hopkins General Services. Selected grant recipients represented students, faculty, and staff from five different Johns Hopkins entities and received awards ranging from $250 to $2,500. The following DIG projects were executed during spring 2013:

Amelia Buttress, in collaboration with a working group of LGBT students, faculty and staff, hosted a speaker series to enhance training on LGBT public health issues within Bloomberg School of Public Health.

Emily Austin Smith, undergraduate cellist and English major, enlisted professional musicians to host a series of workshops for student musicians from the Baltimore Symphony Orchestra’s ORCHKids program.

Jennifer R. Cohen, a postdoctoral fellow in the School of Medicine Department of Urology worked with the Minority Postdoc Alliance to stand up a Family Mentoring Network, which pairs underrepresented minority (URM) graduate students with URM postdoctoral fellows and URM faculty to form organized support systems.

Linda Kress, in conjunction with the Allies in the Workplace group at the Applied Physics Laboratory, filmed and published an “It Gets Better” video, in which Lesbian, Gay, Bisexual, and transgender (LGBT) members of the Johns Hopkins Community share personal stories to raise awareness about issues affecting the community while providing encouragement to other members of the LGBT family.

Mindi Levin, Director of the Student Outreach Resource Center (SOURCE) at the Bloomberg School of Public Health, held a “Community Conversations” dinner, which brought together students and faculty from Medicine, Nursing, and Public Health to meet and collaborate with key leaders from partnering community-based organizations in East Baltimore.

Pedro Lozado, in collaboration with the Diversity Leadership Team at the Center for Talented Youth, expanded training resources by acquiring and implementing Inclusion Insights, a DVD program that shows how the “Creativity and Innovation Approach to Diversity and Inclusion” works by seeking different perspectives, new ideas, knowledge, and experiences.

Emily Miller, a medical student at the School of Medicine, collaborated with Dr. Dawn LaPorte, Orthopedic Surgery Residency Program Director, to organize and host a “Women in Orthopedic Surgery Exposure Night,” to expose female students to orthopedics and provide access to role models in the field.

Daniel Teraguchi, Assistant Dean for Student Affairs at the School of Medicine, expanded the Milestone Celebration event, which recognizes the successes of URM at various points in their careers in science and math, to include representatives from the Minority Postdoc Alliance as well as greater involvement from students at all levels.

Current development efforts are focused on fundraising to support future rounds of DIG grants. More information regarding the DIG program and supported projects can be found on the DLC website.
Hispanic-Latino Faculty

According to the 2010 Census, more than 470,000 Hispanic or Latino people live in Maryland. That represents about 8% of the state population. Other census data shows that the Hispanic or Latino population has grown by more than 40% over the past decade. At Johns Hopkins University, approximately 2% of faculty, staff, and students identify as Hispanic or Latino. The Hispanic-Latino Faculty subcommittee is a long overdue and welcome addition to the DLC.

For the past year, the subcommittee has worked to draft a proposal to formally recognize a Latino faculty, staff and student-based group. The goal is to create an organization that spans across all campuses of Johns Hopkins University as a resource for its Latino population as well as to increase awareness of Latino contributions to the entire Johns Hopkins Community. Following a discussion of several possible names, the subcommittee decided that calling the group Latino Alliance would denote unity and collaborative efforts amongst all faculty, staff, and students.

The subcommittee consulted multiple stakeholders and determined that a central administrative support staff is essential in helping to coordinate and unite various Latino groups under the umbrella of a Latino Alliance.

The subcommittee plans to submit a formal proposal to University President, Ronald Daniels, in spring 2013.

Retention

It comes as no surprise that recruiting and retaining high-quality faculty goes a long way towards making Johns Hopkins a premiere university. This year, the Retention subcommittee focused its efforts on better understanding faculty retention efforts across the University and at peer institutions. The subcommittee found that at Johns Hopkins, retention efforts vary substantially between and within schools.

The subcommittee is in the process of preparing a report documenting their findings. The report will include recommendations on how to standardize and improve tenure and non-tenure track faculty retention efforts. The subcommittee hopes that the University’s efforts to retain faculty members will serve as a model for addressing student and staff retention in the near future.

A New Look at Diversity

Thanks to the Communications subcommittee, the DLC website was completely revamped in summer 2012 and by the fall was linked to the main JHU homepage. In addition to giving the website a new look, the subcommittee set out to promote the DLC and issues related to diversity and inclusion on social media and to create a special spotlight series addressing diversity issues at Johns Hopkins. Throughout the year, the subcommittee has raised the profile of diversity and inclusion issues by posting pertinent articles and links on the website as well as on the new DLC pages of Facebook, Twitter, and Google+. Followers were also encouraged to share resources with the DLC.

Currently, the subcommittee is focused on this year’s edition of a spotlight series, The Many Faces of Hopkins. This is an annual special topics series that will focus on one issue through a variety of media (video, interviews, audio, articles, reference materials). This year’s topic is titled, “Facing Disability.” The page will include audio and print interviews with Johns Hopkins community members who have disabilities; advice from professors in the classroom; a video of a 2012 Bloomberg School of Public Health panel on “Living with Visible and Invisible Disabilities”; and other resources.
Awards Ceremony Eleventh Anniversary

On May 8, 2013, the DLC will host the eleventh annual awards ceremony, a tradition where diversity accomplishments throughout the Johns Hopkins Community are recognized.

The DLC will honor eight individuals and three groups of people. These outstanding Johns Hopkins faculty, staff, and students will be recognized for their demonstrable efforts to foster greater appreciation, advancement, and celebration of diversity and inclusiveness in the Johns Hopkins culture and environment. Some of their achievements include the creation of a mentor network for underrepresented minority for graduate students and postdoctoral fellows; digitizing the archives of the oldest family-owned African-American newspaper in existence; and broadening the culture of inclusion in the Department of Surgery. We look forward to celebrating all of their achievements with the upcoming awards presentation and reception.

Did you know?

- Gertrude Stein studied at the School of Medicine from 1897-1902 but did not receive a degree.
- Until about 1960, African American patients were treated in segregated, "colored" wards at JHH.
- As of 2009-2010, the undergraduate population was 47% female and 53% male.
- Johns Hopkins enrolls undergraduates from all 50 states and more than 71 nations.
- Roland Smoot, M.D. became the first black physician with admitting privileges at the Johns Hopkins Hospital in 1965. He was the son of a post office employee and a domestic worker.
- In 1893 Florence Bascomb became the University’s first female PhD.
- Christine Ladd-Franklin was the first woman to earn a PhD at Hopkins, in mathematics in 1882. The trustees denied her the degree and refused to change the policy about admitting women; she finally received her degree 44 years later.
- Kelly Miller was the first African American to attend Johns Hopkins University. Admitted as a graduate student in mathematics in 1887.
- In 2011, the LGBT Community at Johns Hopkins joined the OUTlist.
- In 1947, Ralph Young, M.D. became the first black medical doctor at Johns Hopkins. He was a syphilis expert appointed by A.M. Harvey, M.D., head of the Department of Medicine.

In a Word — Enable

In the field of psychology, the word “enable” is often considered pejorative. An “enabler” is a person who, despite good intentions, perpetuates a loved one’s mental illness or addiction, usually by overlooking the problem, making excuses, and allowing the loved one to become dependent on them. Happily, in common parlance, there are other definitions of the word.

The Free Dictionary:
Enable — To Supply with the means, knowledge or Opportunity

Merriam-Webster:
Enable — empower

In the past year, the DLC reached out to the Johns Hopkins community to support “local” diversity efforts and enabled eight initiatives through diversity innovation grant funding. A new round of DIG grants is forthcoming. The DLC continued to offer “best” practices, most notably through the Disability subcommittee. The new website provides resources that empower the wider community to understand diversity in the workplace. What did the DLC do this year? In a word — enable.
The 2012-2013 Diversity Leadership Council

Subcommittee

Yolanda Abel, Ed.D. Retention
Judah Adashi, D.M.A. Communications
Shabina Bahl, M.A. Annual Membership, Conference Planning
Rebecca Barron, M.L.A.* Latino Faculty Staff Association
Karen Bond, M.S. Development
Gwendolyn Boyd, M.S.* Annual Membership, Conference Planning, Latino Faculty Staff Association
Carlos Braxton, J.D.* Communications
Annie-Elizabeth Brodsky, Ph.D. Communications, Development, Awards Ceremony Planning, Conference Planning
Hoon Byun, M.A. Development, Latino Faculty Staff
James Calvin, Ph.D. Development
Michelle Cordero, M.S. Disability
David Crouch, M.B.A., M.S.I.T.S., P.M.P., ITIL-OSA* Strategy and Assessments, Development
Desiree de la Torre, M.P.H., M.B.A. Latino Faculty Staff Association, Strategy and Assessments
Eva DuGoff, M.P.P., Ph.D. Candidate* Retention
Lamees El-Sadek Annual Membership, Awards Ceremony Planning, Retention
Stacey Finley, Ph.D.* Retention, Development
Sheila Fitzgerald, Ph.D.* Disability
Fannie Fonseca-Becker, D.P.H.* Latino Faculty Staff Association
Adil Haider, M.D., M.P.H. Strategy and Assessments
Melissa (Feld) Helicke Retention
Andres Hernandez, Ph.D. Retention, Development
Susan Kuhn Strategy and Assessments
Ron Lambert, M.Ed. Development
Rachel Lee, Ph.D. Annual Membership, Awards Ceremony Planning
Mindi Levin, M.S., C.H.E.S.* Communications, Annual Membership
Ashley Llorens, M.S.* Development, Annual Membership, Awards Ceremony Planning
Pamela McCann, M.S. Conference Planning, Latino Faculty Staff Association, Strategy and Assessments
Ilene McCoy, M.B.A. Communications, Disability
Monica Moody-Moore Communications, Annual Membership
Jennifer Reesman, Ph.D. Retention
Steven Ragsdale Strategy and Assessments
Christopher Romero, M.D. Latino Faculty Staff Association
Maria Veronica Sanchez, B.S.N. Latino Faculty Staff Association
Mary Terhaar, D.Nsc. Awards Ceremony Planning
Abha Upadhyaya Strategy and Assessments, Communications,
Victor Urrutia, M.D. Latino Faculty Staff Association
Cheri Wilson, M.A., M.H.S., C.P.H.Q. Strategy and Assessments, Annual Membership, Conference Planning, Latino Faculty Staff Association
Cynthia York, M.S. Disability

Administrative Members

Alan James Administrative Coordinator

*Committee Chair