The Diversity and Cultural Competence Committee has made great strides toward improving cultural sensitivity and diversity during the 2012-2013 academic semester. Our committee consisting of eight permanent members and twelve invited members continues to grow in number and we have added two more invited members making it now making 14 invited members this year. We have had the opportunity to meet with faculty and staff from various departments within the School of Nursing to discuss relevant issues regarding diversity and possible actions to take toward improving the present diversity and inclusion climate. Below is a brief summary of the work and accomplishments achieved by the Diversity and Cultural Competence Committee over this past academic year. Monthly meetings were held throughout the year.

1. **Diversity and inclusion statement.** Our major goal this year was to establish a diversity and inclusion statement for the Johns Hopkins University School of Nursing. The entire faculty, staff and student body were actively involved in producing this statement (see attachment I).

2. **Strategic planning action development and subcommittees.** Our Strategic Planning Subcommittee consisted of ten members. The subcommittee created strategic goals, actions and measurements for meeting those goals. Below are the specific objectives and the names of the committee members chairing each area of focus: **A DRAFT OF STRATEGIC GOALS ARE PRESENTED BELOW**:

   **A. Education: Research Teaching & Practice:**
   (1) By 2014 innovative diversity and culture competence modules are integrated into classroom teaching, programs of research, and clinical practice. – Dr. Sarah Szanton, Chair, and

   (2) By 2017, 75% of faculty, students and staff will possess the knowledge, attitudes and skills for actively fostering diversity and inclusiveness at JHU SON. – Ms. Theresa Strawder, Chair

   **B. Recruitment and Retention**

   **Students:**
   (1) By 2018, 35% of JHU SON students will be from underrepresented groups. – Ms. Nancy Griffin, Chair.

   **Senior Administrators:**
   (2) By 2020, 20% of JHU SON’s top administrative leaders will be from underrepresented groups. – Dr. Phyllis Sharps, Chair.

   **Faculty:**
   (3) By 2020, 20% of JHU SON’s faculty will be from underrepresented groups. – Dr. Jacquelyn Campbell, Chair.

   **Staff:**
   (4) By 2020, 20% of JHU SON’s senior staff will be from underrepresented groups. – Ms. Tammy Brice, Chair
C. Workplace:
(1) By 2020, 90% of employees will view JHU SON as a diverse and inclusive workplace. – Dr. Phyllis Sharps, Chair

D. Community:
(1) By 2015, 80% of the community residents who interact with JHU SON (free clinics and community based research projects participants) will view JHU SON as a respectful and trusted partner. – Dr. Phyllis Sharps, Chair

3. Monthly committee meetings. Monthly committee meetings occurred and the committee members worked hard toward the achievement of our ultimate goal of recruitment and retention of diverse staff, faculty and students.

4. Diversity Week. The Diversity and Cultural Competence Committee sponsored Diversity Week which took place February 18 – 22, 2013. This week was dedicated to having the JHU SON community learn about diverse cultures and aspects of our community that many would not normally experience. We were able to launch the Diversity and Cultural Competence Statement for the JHU SON campus, display a Gallery of Cultures consisting of tables that JHU SON students personally decorated, invite guests from Marian House to share their life experiences, and have our own JHU SON students speak of their own personal experiences of diversity and culture competence at the SON (See attachment II).

5. Culture Appreciation Day Fashion Show. The Diversity and Cultural Competence Committee was honored to co-sponsor the Culture Appreciation Day Fashion show with the Black Student Nursing Association (BSNA) on Friday, March 22. It was a wonderful display of traditional dress, music, dance and food from the many countries within Africa. Both JHU staff and students participated in the fashion show and many people near and far attended and learned about the beauty of the diverse cultures represented that evening. (See attachment III)

6. Input and information presented to the committee.

1. Mr. Jamie Kelly discussed the process of obtaining future funds for recruitment of underrepresented and economically disadvantaged students.
2. Ms. Nancy Griffin provided enrollment numbers and data regarding the recruitment and retention of underrepresented and economically disadvantaged students.
3. Dr. Mary Terhaar presented the findings of the Diversity Leadership Council subcommittee report that very little to no resources focused on the development, retention, and promotion of non-tenure track faculty.
4. Ms. Tameka Smallwood introduced Initiatives to improve diversity amongst MSN faculty.

The Diversity and Cultural Competence Committee continues to strive for a greater representation of student, staff and faculty diversity (minority, LGBT, and gender) as well as the economically disadvantaged throughout the John Hopkins University School of Nursing community. In cooperation with fellow faculty, staff and students we work towards innovation of thought and action to achieve the goals of the Committee.