JHI Diversity Leadership Council Meeting  
December 14, 2011  
Bloomberg School of Public Health  
12:00 – 2:00pm

MINUTES

Present: Lorie Benning, Gwendolyn Boyd, Allison Boyle, Anne-Elizabeth Brodsky, Sharre Brooks, Hoon Byun, Michelle Colder Carras, Sheila Fitzgerald, Janet Harding, Charlene Moore Hayes, Susan Kuhn, Caroline Laguerre-Brown, Mindi Levin, Pamela McCann, Steven Ragsdale, Beverly White-Seals, Risha Zuckerman

I. Welcome Remarks and Approval of Minutes

Gwendolyn Boyd called the meeting to order and welcomed members to the start of the new year. The minutes from December 14, 2011 were approved with the condition that the Disabilities section would be corrected by Sheila Fitzgerald and Risha Zuckerman.

II. Announcements

Gwen urged all to ignore the anonymous email that was sent to members. It was appropriately handled by Caroline.

Caroline Laguerre-Brown made four announcements: 1) President Daniels will be attending the March 21, 2012 DLC meeting from 1:15 – 2:00pm and sub-committee chairs should prepare a detailed report of their work for presentation and send questions to ask to Risha Zuckerman; 2) David Crouch set up a conference call bridge for the DLC to use. It is available for sub-committee to use and we will use it at the February meeting. We will monitor for lower in-person attendance and reevaluate if necessary; 3) Risha updated the Resource section of the DLC website using the Clearinghouse document from the Assessments committee and new links. There is now one listing of both internal JHI and external to JHI links. Send suggestions to Risha for posting; 4) The 2012 Diversity Conference will be held on Monday, October 15. Send ideas for plenary and keynote speakers to Caroline.

III. Subcommittee Reports

Assessments:
Lorie Benning reported that the sub-committee is still reviewing websites to formulate recommended changes. She encouraged members to view websites and forward opinions to the group. David Crouch created a Sharepoint site for the DLC and looks to format and announce the site by the end of January. The group intends to create a strategy document to share with the full DLC before the next meeting. Lorie encouraged everyone to begin thinking about what they would like to report in the annual reports as the sub-committee will begin its creation in the next month.

Community Development:
Mindi Levin shared that the inventory of community initiatives is only two interviews away from being completed and the committee has finalized four recommendations to be released with the inventory.
While this is not a complete list of Hopkins programs, it serves as a foundation for growth. The inventory can be used as a template by Schools/Divisions and organizations to fill in their information.

**Development:**
Hoon Byun stated that the committee is still working on the idea of the innovation fund and has identified potential sources of funding within the community and corporate partners. They will be proposing a possible timeline and structure an RFP for these funds.

**Awards Ceremony:**
The 2012 Diversity Awards ceremony will be on Thursday May 3rd in Shriver Hall from 2:00 – 4:00pm. The call for nominations will be announced next week with a deadline of March 2nd. It was suggested that we have music from a non-Western culture this year. Suggestions for entertainment can be submitted to Risha Zuckerman.

**Disability:**
Sheila Fitzgerald reported that the committee met last week and had a good discussion, in particular, how disability is set to be a major topic for the 2012 Diversity Conference. Caroline said the goal is to have one of the speakers at the Conference be on a disability topic. Potential topics for Conference workshops are aging in disability, the sandwich generation, disability over lifespan. The committee is slowing gathering resources that may be useful.

**LGBT Resource Center:**
Pam McCann shared that the committee is working diligently to write the proposal due by the end of February to give to the President. They are using the three tiers of the shield of Hopkins as sub-headings to explain how an LGBT center fits into those areas. They are defining short- and long-term goals. Short-term goals would be a website and a dedicated staff member and the long goal would be a physical space located at Homewood. Council member Anne-Elizabeth Brodsky and Dean of Student Life Susan Boswell have agreed to be readers for the proposal.

**Retention:**
Anne-Elizabeth Brodsky stated that the committee decided to focus their efforts on retention of graduate students. The next steps are for Stacey and Andres to talk to thriving graduate student groups and learn what is working and what is helpful, then work to connect and support these groups. This could be a tie-in to what the Development sub-committee is planning regarding micro-grants.

**Training and Education:**
Susan Kuhn shared that the committee continues to gather more resources for posting on the DLC website. Please share ideas with this committee to increase the list. Currently the committee is looking at different programs that the university offers to create a web resource.

**Next Meeting:**
February 22, 2012
Barton Room, Building One
Applied Physics Laboratory