JHI Diversity Leadership Council Meeting  
February 22, 2012  
Barton Room, Applied Physics Laboratory  
12:00 – 2:00pm

MINUTES

Present: Yolanda Abel, Peter Alfaro, Shabina Bahl, Lorie Benning, Gwendolyn Boyd, Hoon Byun, James Calvin, Pammie Crawford, David Crouch, Eva DuGoff, Stacey Finley, Sheila Fitzgerald, Brian Gibbs, Sheila Graham, Janet Harding, Andres Hernandez, Caroline Laguerre-Brown, Ashley Llorens, Pamela McCann, Monica Moody-Moore, Steven Ragsdale, Mary Terhaar, Cheri Wilson, Risha Zuckerman; Guests: Dan Dutrow and Judith French

I. Welcome Remarks

Gwendolyn Boyd called the meeting to order and welcomed members to APL. The agenda was modified to allow the Development subcommittee and the guests to present.

II. Development Subcommittee Report

Ashley Llorens shared the Innovation Fund concept paper. The committee looked at the APL Ignition Grant Program as a model. Judith French and Dan Dutrow described the Ignition Grant Program – six-week contest where challenges are presented, staff propose ideas and the full Lab vote on the best ideas, which are subsequently funded for eight weeks. APL has seen an increase in discussion and collaboration as well as intellectual property protections. The Innovation Fund would partner with divisional diversity councils for review of submissions. The Johns Hopkins Federal Credit Union has expressed interest in donating funds.

III. Approval of Minutes

The minutes from January 18, 2012 were approved.

IV. Update on President Daniels’ Visit

Caroline Laguerre-Brown reviewed the five questions submitted by members to ask President Daniels. It was agreed to ask him about his strategic vision for the Council and how best we can advise him. Monica Moody-Moore will be sending a question regarding support for diversity initiatives during times of financial challenge.

III. Subcommittee Reports

Assessments:

David Crouch asked for feedback on the new conference call number as well as the Sharepoint site. The committee will be sending a strategy and tracking tool to the Council before summer. They are also mapping the mission of the Council back to the subcommittees work. The annual report was reviewed and specific feedback was given on pictures, verb tense and adding the Stop the Clock subcommittee as well as the JHU, JHMI, and DLC logos. Additional comments should be sent to David. A matching PowerPoint presentation was reviewed as well.
Community Development:
Carlos Braxton stated that the committee has finalized its recommendations and shared them with Gwen and Caroline. Following an upcoming meeting with Caroline they will send them to the full Council.

Awards Ceremony:
The 2012 Diversity Awards ceremony will be on Thursday May 3\textsuperscript{rd} in Shriver Hall from 2:00 – 4:00pm. Nominations are being received and there are eleven to date. The deadline for submission is March 2\textsuperscript{nd}.

Disability:
Sheila Fitzgerald reported that the group met to identify goals and objectives for the year. They will be working with Caroline to choose a Conference theme and title related to increasing disability awareness. A possible speaker has been identified. The committee will be developing guidelines around disclosing a disability and working with managers on how best to assist. They also intend to create an online clearinghouse of resources, tools, and guidelines relating to disabilities.

LGBT Resource Center:
Pam McCann shared that the Committee had its final meeting last Monday and intend to give the proposal to the readers on Friday. Once the proposal has been vetted it will be put on the DLC SharePoint site for all to read.

Retention:
Stacey Finley reported that they have met with several graduate student groups that serve URM and LGBT groups. Three issues were voiced; 1) Compile a portfolio of best practices to share with leadership; 2) Retention of medical students is directly tied to the financial burden and lack of institutional aid as well as mentorship; 3) Transgender students do not receive specific health benefit coverage for what is needed as a person who has transitioned. A meeting has been scheduled with the Student Health representative to learn more information.

Training and Education:
Yolanda Abel questioned the Council as to the purpose of this subcommittee since we do not provide training ourselves. Caroline suggested the creation of a master list of all diversity trainings offered by diversity personnel around the institution. Steven Ragsdale advised the committee to look for where there are gaps in training and education across the institution.

Next Meeting:
March 21, 2012
Alumni Boardroom, Mason Hall
Homewood Campus