JHI Diversity Leadership Council Meeting  
April 18, 2012 / 12:00 – 2:00pm  
Clark Hall, Room 110

MINUTES

Present: Ivan Adames, Shabina Bahl, Lorie Benning, Gwendolyn Boyd, Allison Boyle, Carlos Braxton, Anne-Elizabeth Brodsky, Sharre Brooks, Hoon Byun, James Calvin, Michelle Colder-Carras, David Crouch, Eva DuGoff, Stacey Finley, Sheila Fitzgerald, Adil Haider, Janet Harding, Andres Hernandez, Susan Kuhn, Caroline Laguerre-Brown, Ashley Llorens, Pamela McCann, Pamela Paulk, Steven Ragsdale, Mary Terhaar, Beverly White-Seals, Cheri Wilson, Cynthia York, Risha Zuckerman; Guest: President Ronald J. Daniels

I. Welcome Remarks

Gwendolyn Boyd welcomed President Daniels to the meeting and thanked him for joining us. She stated how we are one of very few University-wide Councils with representation from all Divisions. Gwen presented the Annual Report and gave an overview of what we have done this year.

III. President Ronald J. Daniels
   a. Remarks

President Daniels thanked Gwen for serving as chair of the DLC for eleven years. He will provide us with an update on the progress that has been made.

   • Despite financially challenging times, diversity is not extraneous to our academic mission and must be continued to be supported and celebrated. The Deans and other members of the Cabinet share this view.
   • Recruitment of new leadership: Paul Rothman, Dean of the School of Medicine, and Vali Nasr, Dean of SAIS. New Dean of Carey will be announced within the next month. All share passion for diversity and that success is tied to diversity.
   • Relationship of JHU to broader Baltimore: JHU is critical to the community and not disconnected from Baltimore. School of Education School is helping children who are two-three years behind grade level to be only one-year behind grade level. A new zero – grade eight school in East Baltimore is currently being built and School of Education Dean Dave Andrews is living in East Baltimore near the school. The new Bloomberg school is set to open in September 2013. Similarly have to begin thinking about Homewood and its neighborhood.
   • Mosaic Initiative: In third year has resulted in the appointments of 23 underrepresented minority and female faculty across the institution. Will continue to fund initiative but some parts of the University of not taken advantage of the program and therefore not affecting certain areas. Pipelines are less than they should be and maybe some funds should be targeted to graduate and postdoc programs in certain fields.
   • Undergraduate recruiting: Highest number of URM students admitted this year; Hopkins Overnight Multicultural Experience (HOME) is a 3-day overnight experience for high school seniors from underrepresented groups. Prospective freshman stay with student hosts from the Multicultural Student Volunteers group. Students participate in a campus tour, several panel discussions, and learn about multicultural life on Hopkins campus. Received 231 applications for the program in 2011. Brought 79 students to campus in October 2011; Discovery Days is a 3-day overnight experience for high school seniors from under-represented groups that have been admitted to Hopkins for the fall. They also stay with student hosts from the Multicultural Student Volunteers group. They are treated to a dinner cruise around the Inner Harbor and participate in the larger Admitted Student Open House program. Our goal is to get these students to enroll at Hopkins for the following fall. Will bring 100 students to campus on April 18-19 of this month.
• **Pathways to Hopkins Program:** This is an outreach program designed to educate member groups in the community about the positions for which we frequently hire, designed to describe the duties and competencies required for the positions, and to explain the application and hiring process.

• **Employment Practices Committee and Diversity Subcommittee:** Charlene Hayes and the committee work with selected departments to participate in targeted outreach, recruitment and hiring of under-represented groups including the disabled in the areas of science, technology engineering and math.

• **BFSA / The Indispensable Role of Blacks at Johns Hopkins:** The BFSA expressed an interest to see more minority leaders represented on the walls of Hopkins. After a year of work the result is a traveling photo exhibit and additional permanent features. It will be debuted in early May.

• **Minority Business / Economic Inclusion:** We will be looking to follow the example of JHHS who pioneered programs in the building of the new clinical towers. 17% of construction hours went to minority businesses and they lead in employing former criminals. It’s a priority for JHHU and needs to be for JHU.

• **SOURCE will be receiving funding for faculty development.**

• **LGBT Resource Center Proposal:** We will get this done and will get a physical space to have a real center. We need more than just an online presence. Already started talking with someone who might be a potential donor.

**III. President Ronald J. Daniels**

**b. Q&A**

Gwen thanked President Daniels again for his participation in the meeting and his thoughtful and informative report. She opened the floor to questions.

Michelle Colder Carras suggested, with regard to the pipeline issue, that recruiting students with disabilities might be a good issue to focus on next year. Pamela Paulk recanted how President Daniels had the ramp at Nichols House moved from the back to the front before he even arrived and how next on the list of issues to focus on is disabilities. President Daniels responded by saying that if we don’t get on this then who can?

Steven Ragsdale shared that the Community Partnerships subcommittee visited the Netter Center at Penn and asked “How do you generally elevate interest in leadership so that we are moving not as various schools but as one JHU?” President Daniels responded in two parts: 1) It’s the powers of ideas and believing in them and the agenda and why it’s important for the long-term interest for the institution; 2) We have to talk about it with the Deans and their individuals goals and what they’re doing and what we do well but get them together and it they believe in it then great things can happen.

Lorie Benning asked for additional details regarding the LGBT Resource Center, specifically on the staff position and the website and what communication can be shared with stakeholders going forward. President Daniels asked that a meeting be set up between him and stakeholders using Caroline’s office as a liaison. Having a staff member is not enough – we have to think about going beyond that.

Pamela Paulk asked what role will diversity play in the selection of the leadership positions of Deans. She shared the struggle of getting minorities in leadership positions at JHHS. President Daniels said that we must have a broad search with a diversity pool and we must build leadership pipelines. The question of how we build the pools is a longer-term proposition.

**IV. Approval of March Minutes**

The March minutes were reviewed and approved.

**V. Announcements**
Caroline Laguerre-Brown announced that Abigail Hurson will be joining the Office of Institutional Equity’s Office of Disability Support Services as the new University Disability Service Officer in July. A keynote speaker as been secured for the Diversity Conference in October – it will be Lizzie Simon who is a nationally recognized speaker on mental illness. Carey is having a Safe Space Sticker Training Program on April 26th from 12:00 – 2:30 in the 2nd floor Atrium and all are invited. On July 17th Bayview will be hosting a Mid-Atlantic Diversity Council Conference and there are limited spots available. Please let Janet Harding know if you are interested in attending.

VI. Subcommittee Reports

Assessments:
David Crouch reminded the group about the strategy tool and encouraged all to make comments on it. We will use the retreat to fully begin using the tool. The group has also begun working on website recommendations and will work with the Disability Subcommittee to include theirs.

Development / Retention
Ashley Llorens shared that there is a great deal of momentum happening with the Innovation Grants. They have had lots of meetings and calls and have developed a draft RFT jointly with the Retention subcommittee that targets grad students. The focus area is on graduate student engagement mainly because they were given funds to use by the end of the fiscal year by Dean Maloney. Pamela Paulk said she may have a few thousand dollars for donation to be used by the end of the fiscal year as well. Ideally the program will need to find someone to partner with to support it on a larger funding scale over the next few years. Currently the Johns Hopkins Credit Union has pledged $10,000. Hoon Byun has approached Ken Grant, JHHS VP, who is very interested by wants to see the program be developed further and then be approached again.

Awards Ceremony
Risha Zuckerman reported that the 2012 Diversity Awards ceremony will be on Thursday May 3rd in Shriver Hall from 2:00 – 4:00pm. The deadline for submission was March 2nd. We received 50 total nominations. The committee selected 20 individual award recipients and 2 groups, 1 group of 2 and 1 group of 9. All recipients have been notified and have been publically announced.

Training and Education:
Yolanda Abel reported that the committee is still in the process of collecting a list of contacts for the trainings done across the divisions. They have learned that divisional HR relies on Talent Management and Organizational Development to provide any necessary training.

The meeting was adjourned.

Next Meeting:
June 6, 2012
Great Hall, Levering Hall
Homewood Campus