

Diversity Leadership Council (DLC)

Retreat 2010

Date: August 25, 2010

Time: 12:00 pm – 5:00 pm

Facilitator: Sharon Fries-Britt

Meeting Minutes (Agenda attached)

1. Opening Remarks – Gwen Boyd (Chair)

Chair welcomed the group, reviewed the DLC's history, mission, and past accomplishments.

2. Introductions

Facilitator called the meeting of the Diversity Leadership Council (DLC) membership to order. Council support member Patrese Frazier distributed an agenda for the meeting. Members introduced themselves by providing their names, divisions, time on the DLC, etc.

3. Group Exercises

- a) DLC members were broken up into groups and asked to produce a list of ten things that all of the group members had in common. The objective of the exercise was to give group members an opportunity to reflect on the interesting, humorous, and sometimes thought-provoking things that the groups had in common with one another. Some of the groups noted things like “all love Indian food”, “all right-handed”, “all performed in a play”, and “all born in the United States”.
- b) Next, DLC members were asked to form new groups and tackle a puzzle of sorts. Each group was charged with balancing a dozen large nails on top of a free standing nail which was affixed to a wooden board. The purpose of the exercise was to demonstrate how the most challenging problems that we face as a community can be tackled when groups come together and utilize our wealth of talent, ingenuity, and perspective.

4. DLC's Priorities for 2010-11

Members formed groups were asked to discuss and formulate priorities for this year's DLC sub-committees and to report back to the larger group. The groups' priority lists were as follows:

1st Group

- Ombuds person (been on the agenda for a few years)
 - a) Agreed that there needs to be someone who has significant political clout to make decisions and make recommendations.
 - b) Retention and Recruitment Subcommittee
 - Should it be two different committees?
 - a) Community Engagement Subcommittee

- When something happens in the community, how fast are we able to respond?
- Do we respond at all?
 - a) Communications Subcommittee
- Continuing from last year, concept of putting together a clearinghouse so that tools could be available from one group to the next
 - a) DDDA (Education and Awareness about Diversity, Disparity, Disability Issues) Subcommittee

2nd Group

How do we get everyone within Institution to see the relevance of diversity?

- Regulations become incorporated into NIH grant writing process
- Facilitates better business (Examples: General Electric {GE}) brought up by new member, Carlos
- New committee: Communications, Marketing, Networking Education
 - a) Clearinghouse
 - b) “Diversity groups at a glance” page into Orientation literature
- Campus conversations on Diversity and Inclusion Course has stalled out
 - a) What can DLC do to better promote/restart that?)
- Survey DLC members and Conference participants: What can DLC do for you? What is lacking in your area of the Institution?
- Student Recruitment

3rd Group

- Retention and Recruitment of Underrepresented Groups (more global)
 - a) To also include LGBT, individuals with disabilities, etc.
 - b) Groups of population: Undergraduate, graduate, faculty, staff, residents, and fellows
- Enhance the DLC website: clearinghouse, event calendar, (in an effort to foster relationships within the institution) creating a reporting structure for the hospital side/health systems, which would help to funnel down recommendations and suggestions that come through the DLC
- Invite deans to DLC at President’s request and Peterson’s request to report about their diversity progress (extension of their diversity reporting)
- Retention: Revoking LGBT affidavit benefits, childcare options, STOP THE GAP policy across the University for Key Life Events, and a toolkit for managers and supervisors regarding diversity and planning to help them put the plan into action.

4th Group

- Recruitment
 - a) Increase Student scholarships
 - b) Expand applicant pool for faculty and staff (intentional recruitment of different populations to include the disabled, ex-offenders, underrepresented minorities, etc.)
- Training and Development
 - a) Mentoring for faculty , staff, and students
 - b) Leadership to help promote employees up the ladder
 - c) Skill-building for people who want to be employed at JH in various positions in higher roles
- Communications
 - a) Expanding and promoting the website
 - b) Inventory of all the different affinity groups: students, faculty, staff, and having contact with them
- Service/Learning
 - a) Give students opportunity to integrate their community engagement into their academic training
 - b) Increase infrastructure and support to make the above more frequent
- Health Disparities
 - a) Health professionals
- Web accessibility
 - a) Are JH webpages accessible to that are visually impaired, etc?
 - b) What institution-wide guidelines can be implemented?
- Climate Survey
 - a) Accountability
 - b) Forecasts
- International Students
 - a) Programs to help them assimilate to the U.S.
 - b) Inclusion

Facilitator Summary/Group Reactions

- Enhancement of communications (updated website)
- Retention & Recruitment (One or two committees? Training as a part of retention)
- Training (for all levels) could be separate but came under a lot of groups' plan to retain people
 - a) Initiation of CCDI (DLC partnership with TMOD)
 - b) Assessments of training across institution
 - c) Training & Education Committee to study whose being trained, how often, whose where in terms of diversity, and to ensure that every training resource is available

- d) SOM's HR (university-side) has mandated training as part of New Employee Orientation
- Community Engagement
 - a) Image of Hopkins working with the community
 - b) Improving relationships
 - c) DLC's role
 - d) Expanding beyond Baltimore: DC Public Schools, Montgomery County, and Columbia, MD

3. Old Business

a) Concept of putting together a clearinghouse

Assessment Subcommittee from last year already produced a resource list. List has been made `available, will be reviewed, and posted on the DLC's website.

4. Adjourn – Gwen Boyd (Chair)

The meeting was brought to a close by Gwen Boyd, Chair. Ms. Boyd welcomed all new members again, then held an informal survey to determine new council monthly meeting days. Wednesdays were found to be most favorable with the council members and will be added to the DLC's monthly meeting schedule by council support.