

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

MINUTES

Present: Yolanda Abel, Ivan Adames, Lorie Benning, Allison Boyle, Anne-Elizabeth Brodsky, Sharre Brooks, Hoon Byun, Michelle Colder-Carras, David Crouch, Eva DuGoff, Stacey Finley, Sheila Fitzgerald, Sheila Graham, Charlene Moore Hayes, Andres Hernandez, Susan Kuhn, Caroline Laguerre-Brown, Mindi Levin, Ashley Llorens, Pamela McCann, Andrew Pekosz, Steven Ragsdale, Victor Urrutia, Risha Zuckerman; **Guest:** Jacob Lozano

I. Welcome Remarks and Approval of Minutes

Caroline Laguerre-Brown called the meeting to order in absence of the Chair. She thanked members for attending and supporting the Diversity Conference. Attendee feedback will be shared with the Council at a later date. The minutes from October 19, 2011 were reviewed and approved.

II. Subcommittee Reports

Assessments:

David Crouch shared that a SharePoint site has been set up for the DLC and each sub-committee can use the site to share documents with each other and the full DLC. Andrew Pekosz shared that the sub-committee has been looking at diversity content and placement on the JHU and JHM websites. They found that it was hard to find at first glance and a search only takes you to the Diversity and Inclusion statement. They then compared what they found to the sites of peer institutions including universities and medical centers. UMD has a diversity link on the main homepage, which takes you to a catchall site of University offices and diversity resources. The UMD SOM or Medical Center has nothing on the main page and a search leads to similar results as a JHI search. The sub-committee intends to analyze these and comparable website with the goal being to make recommendations to leadership about changes that could be made to the main JHU and JHM websites.

Community Partnerships

Mindi Levin shared that most of the committee's work was done last year when members met with leaders of various divisions. They have a draft of recommendations to bring to the full DLC and will meeting in January to finalize. The goals may directly impact the Development sub-committee and may look to advocate for supporting the relationship with the Baltimore community as part of the upcoming capital campaign. The committee is developing an inventory of community partnerships to post on the DLC website.

Development

Ivan Adames shared that the sub-committee is exploring angles to develop but has been questioning whether the group should find funding for current work or for new work and in general what would they fundraise for. They are currently talking with JH Credit Union, which has the same customer base as JH. Caroline responded by sharing that funding for the DLC comes out of the President's office and while activities have increased the budget has not at the same pace. As this sub-committee came organically out of the membership, the ideas for what to fund should as well. The full membership discussed several options including the microgrant idea from the retreat as

well as fundraising for other smaller shops that do work. It was suggested that the DLC advocates to receive money from the upcoming capital campaign and then make recommendations on how to distribute it. It was advised that the sub-committee create a proposal to give to the President.

Diversity Conference

Caroline reported that about 400 people attended the Conference over the course of the day. The Plenary and Keynote addresses were well received and they, along with the workshops, went very well and got good feedback on the evaluations. There was an issue with the overflow room at lunch and other options are being considered for the 2012 conference. There was a general discussion about schedule options for lunch to allow for more participants. It was suggested that we join with the Eisenhower Libraries speaker series to secure a big name speaker.

Disability

Sheila Fitzgerald shared that the committee is off to a slow start due to membership changes. Sheila wrote a letter to Search Committee for the new Dean of the Medical School Search Committee recommending that they consider candidates who are aware of disabilities as a component of diversity and the importance of integrating the disability into the medical school curriculum. The subcommittee wants to identify opportunities to bring disability issues to the forefront of Hopkins thinking. They aim to identify a disabled speaker for the 2012 Diversity Conference.

LGBT Resource Center

Pam McCann stated that the committee held a meeting with stakeholders to get ideas of what people are looking for in Center. Most JHI campuses were represented and the participants had very good ideas. The result of the meeting was to ask for a physical space in the proposal but have the real goal be for a web space. Starting out as a website can be most inclusive to cover all parts of JHI. The group will be setting up a Google Doc site but transition to Share Point to begin the writing process. The deadline is February to give to the President. Any thoughts or ideas can be shared with the sub-committee or Pam.

Retention

Stacey Finley stated that the several members of the committee met with Brian Gibbs to begin making connections and meeting with URM student groups to find out why they are still here. The goal is to transfer what these successful groups do to other areas/groups. The committee is also considering focusing on only one group of people and the retention issues that face them – faculty, students or staff. The full DLC supported the desire for a more narrow focus to result in more efficiency.

Training and Education:

Yolanda Abel stated that the committee has had one meeting and through discussion decided that doing training and education is not the job of DLC but rather to promote the training and education opportunities that already exists on all campuses. Last year the group created resource list currently posted in the DLC website. Each member now asking their division what training and education they provide on diversity and inclusion. They will ask the full DLC for assistance in identifying appropriate contacts in their division.

The meeting was adjourned.

Next Meeting:
January 18, 2012
Alumni Boardroom, Mason Hall
Homewood Campus