

**JHI Diversity Leadership Council Meeting**  
**November 24, 2009 -- Noon – 2:00 PM**  
**Broadway Research Building, Room G01**  
**East Baltimore Campus**

**Minutes**

**Present:** Shabina Bahl, Lorie Benning, Gwen Boyd, James Calvin, Sheila Fitzgerald, Ray Gillian, Marco Grados, Marian Hahn, Peggy Hayeslip, Alan James, Caroline Laguerre-Brown, Ron Lambert, Rachel Lee, Khadijah Mitchell, Luis Monson, Steven Ragsdale, Edward Scheinerman, Tracey Stierer, Stephanie Webb, Beverly White-Seals and Cheri Wilson.

**I. Welcome and Remarks – Gwen Boyd**

The meeting was called to order by Ray Gillian. He asked if there were any corrections or additions to the minutes. It was moved and seconded that the minutes be accepted as recorded.

**II. Subcommittee Reports**

**Climate Survey** – James reported that he presented during the Conference regarding the Faculty and Staff Climate Survey. He stated that a follow-up of the focus groups was forthcoming. A teleconference focus group for the LGBT community has been scheduled. The date is December 2<sup>nd</sup> at noon. Janet Harding has agreed to facilitate the focus group session. Members of the Council are encouraged to listen in if possible. Two focus group sessions for the African American community have been scheduled. The first session is scheduled for December 7<sup>th</sup> for the Homewood Campus. The second session is December 11<sup>th</sup> for the East Baltimore Campus. Ray and James will represent the Council in an effort to engage these participants in conversation around the Climate Survey. A third session is being planned for persons with disabilities. It is anticipated that this focus group will be scheduled by early next semester.

Secondly, a meeting with Cathy Lebo was attended by Ray and James regarding the implementation of the 2010 Student Climate Survey. It was noted for the 2008 survey, there was high participation on the part of graduate and professional students but low participation from the undergraduate community. The committee has been focusing on methods to increase undergraduate participation in the survey process. The committee is projecting administering the student survey prior to Spring break (around mid-February). Cathy Lebo suggested that the survey be allowed to run for at least three weeks to a month. It was stated that the survey would be sent to all DLC members for comments and concerns prior to the next meeting. As a workable strategy, the committee is investigating having the deans from Arts and Sciences and the School of Engineering along with the President's Office and the Office of Student Government endorse the survey. The committee is also looking at shortening this survey.

It was stated that in an effort to engage student interest in the survey, prizes might be offered for their participation. Some of the ideas offered for prizes were Ipods, flash drives, gift cards for Best Buy, Barnes and Nobles and pizza.

**2009 Diversity Conference** – Ray thanked all the members that participated and assisted throughout the conference. It was stated that the evaluations regarding the conference had been very positive. This year’s conference registration was up about 10% (544 participants). Ray stated that the conference has reached a max point on the Homewood Campus. The committee will have to decide if they would expand the conference and if expansion is anticipated—another venue might be more feasible. Conference participants were provided an opportunity to go online and evaluate the conference through Survey Monkey. The overall conference evaluation of most participants from this survey was very positive—however a variety of comments were provided.

The overall assessment of the keynote speakers was excellent. The workshop evaluations were also favorable. One of the things that people seemed to like was the opportunity to network across Johns Hopkins. A special note of thanks was given to the “Umbrella People” who acted as guide throughout the campus. There was some overall satisfaction with the lunch—although some people expressed dissatisfaction in the quality of the food.

There were some concerns that the room was too cold, the chairs were too hard and we still have some issues of accessibility with the elevator. Another concern for some participants was the travel distance between the main campus and Charles Commons. It is anticipated that if the conference is held on the Homewood Campus next year, Gilman Hall might be available for use for some workshops. It was suggested that the conference be expanded from a half day event to a whole day. It was also suggested that the conference be held a little earlier in October next year during fall break when students might not be attending classes.

Ray stated that there seems to be a drop-off in the participation level between the first and second set of workshops. He asked if anyone could provide insight as to why this might be occurring. It was stated that during the registration process, some individuals will select that they want to attend the morning plenary session, the first workshop, skip the second workshop and register for the lunch.

**Ombuds Office** – Lorie reported on behalf of the chairperson. The committee has expanded from four members to seven members. They have had two meetings. They are collecting information on the history of the Ombuds office at Johns Hopkins. They are also researching the status of the Ombuds office at other COFHE institutions. They plan to at least five of the COFHE schools to evaluate their structure so as to serve as a model. They are also working on a cost effectiveness/cost benefit analysis to be submitted to President Daniels. Their intent is to provide the Council with a comprehensive report by April for consideration to the President when he would address the Council in June. Peggy gave a detailed account of the history of the Ombuds Office at Johns Hopkins University.

One of the aims of the report is to define where the Ombuds position would be structured (is this position just for the university?). The committee also questioned whether it was necessary to pursue the creation of this position—they want to inventory all current resources available within the university. Caroline Laguerre-Brown was contacted by a working group of human resources managers within the university that have been talking about providing offering organized medication programs through human resources. The committee has decided to have regular conference calls to firm up their recommendation

regarding the creation of the Ombuds office. It was stated that the previous committee had collected a lot of data and presented a report to the Council Chair. Ray said that he would provide the committee a copy of the report.

**Community Partnerships** – The committee continues to have regular meetings. They will meet on the third Thursday of each month. They discussed connecting the Community Partnership Committee’s goals with the Hopkins Vision 2020 goals. Currently, Hopkins does not have a very positive reputation with its community. They would also like to foster community organization recognition. This would entail that either a Hopkins unit or staff member and a community member would be recognized for reaching out and working together. They discussed the creation of a clearinghouse for information related to volunteerism. The committee would like to find a way to measure the impact of the work between Hopkins and its community. They also discussed building successful accessible models between different university units, the hospital community participation.

**Recruitment and Retention** – A chair for this committee is being sought.

**Website and Communication** – No report, the chair was absent.

### **III. Open Discussion**

Gwen read a letter from President Daniels thanking the Council for the card it had sent to him. Lorie mentioned that she had attended the accessibility lab during the conference and found it to be so much more than she had anticipated. She suggested that the Council meet once at the Maryland Rehabilitation on Arrgonne Drive (in the Morgan State University area). Beverly White reported that she has been in contact with a unit at the hospital that offers a paid summer internship program. She stated that the unit is having problems identifying underrepresented minorities for this program.

It was mentioned that during the conference, the keynote speaker gave examples of how GE had leveraged its Affinity Groups in terms of creating change within the organization and developing leadership. It was asked if the Council had ever inventoried its Affinity Groups at Hopkins. Beverly stated that she had recently inventoried one Affinity Group within the Health System. She is putting together a guideline for the development of organizational groups. She is currently receiving responses surrounding those guidelines.

Cheri volunteered to chair the Assessment Committee.

The meeting was adjourned.

**Next Meeting: January 20, 2010  
Turner West Room  
East Baltimore Campus**