

JHI Diversity Leadership Council Meeting
January 21, 2009
Noon – 2:00 PM
Levering Hall, Sherwood Room
Homewood Campus

Minutes

Present: Ivan Adames, David Attarzadeh, Lorie Benning, Hilary Bok, Gwendolyn Boyd, James Calvin, Sheila Fitzgerald, Patrese Frazier, Bertrand Garcia-Moreno, Brian Gibbs, Ray Gillian, Marco Grados, Nakita Green, Charlene Hayes, Peggy Hayeslip, Alan James, Ron Lambert, Abby Lattes, Ashley Llorens, Christopher Louie, Steven Ragsdale, Laurice Royal, David Thomas, Stephanie Webb and James West.

I. Welcome and Remarks – Gwen Boyd

The meeting was called to order by Chair, Gwen Boyd. Dr. Brian Gibbs, Associate Dean for Diversity Issues for School of Medicine was introduced as a new Council member. Council members were asked to introduce themselves for Dr. Gibbs. The meeting was then turned over to Dr. Gibbs for his presentation.

II. Dr. Brian Gibbs – Associate Dean, Diversity Officer, SOM

Dr. Gibbs provided the Council with an overview of his background (ten years with the Harvard School of Public Health). Dr. Gibbs' primary work at the Harvard School was in the area of community practices. Dr. Gibbs stated that a primary portion of his work was committed to building relationships between the school and the community. During his tenure at the School of Public Health, he was able to establish a community coalition called "Cherishing Our Hearts and Souls" which grew from 7 partners to 200 partners over an eight year period. This partnership involved using research as a mechanism through community outreach, without compromising on the science, inviting all types of researchers in public health to partner with the Harvard School.

The program was awarded many NIH awards with which it was able to sustain itself. A partnership with student groups, churches and other organizations such as community health centers was forged with the school as a result of this effort. A community research advisory board was also established which allowed an opportunity for the community to begin to understand what the science of research was. This empowered the community to determine what type of research they had the most interest in pursuing and hold the researchers accountable.

Dr. Gibbs said he found it intriguing that the institution (Johns Hopkins) was willing to dedicate so much of its resources and commitment to the issue of diversity and inclusion. He stated that whether the issues were relevant to disparities in health, education, housing and the like, it does involve partnership building and creating opportunities to translate what are some the ideologies across the board. The School of Medicine is committed to increasing faculty diversity. Data on faculty has been collected and analyzed and presented. As a result, Dr. Gibbs stated that a good majority of the Black Faculty do not perceive that

they will be with Johns Hopkins in five years. There is also a community engagement piece that involves moving forward and being a greater partner to the community. There is also a commitment to include the executive leadership within Johns Hopkins Medicine.

Dr. Gibbs stated that he is interested in establishing a health service prison ministry. The purpose of the ministry is to connect the Johns Hopkins expertise in medicine to address a cancer in the community that drains the talent of many black boys and girls, brown boys and girls, families that have been impacted by a failure to have avenues and opportunities presented. He hopes to engage students along with faculty and staff to begin the creation of a coalition that will develop a pipeline for a better future. He asked for volunteers.

III. Subcommittee Reports

Award Recognition – Ray reported that the Award Recognition Program is scheduled for May 6, 2009. The deadline date for nominations is March 16, 2009. The awards are presented to students, faculty, staff and groups that have made significant contributions to advance the initiatives of diversity and inclusiveness. It was mentioned that current DLC members are not eligible for awards. Others that are not eligible for an award are staff whose positions have responsibility that directly relate to diversity and inclusion. Members are encouraged to nominate individuals and groups around the campus. Ray stated that the Nominations Review Committee was open to Council members that would like to serve. It is not specific as to how many awards the Council will present this year. Members interested in serving on the committee were asked to contact Alan. Members were asked to put the Awards Ceremony date and time on their calendar. Members were also asked to invite their colleagues and friends to attend the ceremony.

Climate Survey – James thanked members of the DLC that had taken an active role in the second survey process. A meeting was held between Debbie Sampson, Nina Karp (Talent Management & Organizational Development), Ray and James to discuss the surveys. Pilot testing would be instituted for all four surveys (JHU, JHU-SOM, JHHS and APL). Three of the surveys will be similar. The fourth survey (APL) will differ somewhat. The date for the pilots would be January 27th. Shortly thereafter, the committee's goal is to pilot the survey to DLC members and subsequently chairs of the various divisions and school's DLCs.

While piloting is taking place, feedback from the vice presidents, deans and directors will be sought regarding the survey. The survey will be initiated no later than February 21st. The survey in its final form will be up for three weeks. Paper copies of the survey will be available (for a two-week period) to persons within the institution that do not have access to technology. Final reports from Talent Management will be available to the Council thirty days after the survey closes. The same types of reports that were provided for the 2006 survey will be provided for the 2009 survey to each of the divisions and schools. Katrina McDonald has agreed to perform a similar data analysis for the 2009 survey as was performed for the 2006 survey. They are attempting to measure the percentage of employees that complete the survey.

IV. Open Discussion

It was asked what could be done to bring more attention to the award ceremony. It was suggested that a celebrity be invited to speak at the ceremony or that the ceremony be named after someone. Another suggestion was that flyers and posters be placed in various areas to announce the Award Ceremony. It was stated that an endowment be created and a speaker could be sought to keynote the ceremony.

It was asked if anything had transpired with the graduate student that was supposed to assist the Heritage Committee in recording Johns Hopkins' legacy. The Chair stated that they would get a report from Dr. Sampson for next month's meeting.

The meeting was adjourned.

**Next Meeting: March 18, 2009
Location: Anna Baetjer Room
School of Public Health, East Baltimore Campus**