

JHI Diversity Leadership Council Meeting
September 23, 2009 -- Noon – 2:00 PM
Levering Hall, Great Hall
Homewood Campus

Minutes

Present: Shabina Bahl, Lorie Benning, Gwen Boyd, Natasha Brown, James Calvin, Sheila Fitzgerald, Brian Gibbs, Ray Gillian, Marco Grados, Marian Hahn, Janet Harding, Charlene Hayes, Peggy Hayeslip, Alan James, Sylvain Kouamou, Caroline Laguerre-Brown, Abby Lattes, Ashley Llorens, Rachel Lee, Ashley Llorens, Khadijah Mitchell, Luis Monson, Scott Purnell-Saunders, Steven Ragsdale, Laurice Royal, Delora Sanchez, Edward Scheinerman, Raafay Syed, Stephanie Webb, James West and Cheri Wilson.

Also in attendance as a guest, was Michael Taylor (intern to Laurice Royal).

I. Welcome and Remarks – Gwen Boyd

Gwen called the meeting to order and extended greetings to the membership. She thanked the members for their attendance and participation at the August DLC Retreat. For the new members, Gwen stated that the Council meets once a month from noon until 2:00 p.m. She also noted that the meetings are usually held on the Homewood, East Baltimore Campuses and at the Applied Physics Laboratory. It was discussed that handout information (FAQs) that was provided from the Retreat would be listed on the website. It was stated that the plan is, each week a question from the list would appear on the website (in the form of a message board) in an effort to allow persons to provide their perspective on the question. The details as to how the message board (blog) would be administered were still being worked out. Gwen stated that it was the Council's hope that each member was expected to join at least one subcommittee. She encouraged members to find a subcommittee that they felt they would be interested in and join.

II. Subcommittee Reports

Climate Survey – The committee had a meeting and discussed the data that was collected for the 2009 Faculty and Staff Climate Survey. The committee will be presenting some of the survey data at the upcoming Diversity Conference on November 5th. The committee is engaged in preparing materials in an effort to present a second Student Climate Survey in early next year. It was stated that for the student survey we provide incentives to increase student participation. It was suggested that we meet with Cathy Lebo prior to launching the survey to obtain an idea when the survey might get the best possible response.

2009 Diversity Conference – This year's Diversity Conference is scheduled to kick-off on November 5th. Debra Elam (Chief Diversity Officer and Vice President for General Electric) is the conference's keynote speaker. The conference luncheon speaker is University President Ronald Daniels. Flyers for the conference are being prepared. Workshops will be held after the morning keynote speaker and prior to President Daniels' address at lunch. The conference is open to all faculty and staff and can accommodate approximately 550

persons for the plenary session and 400 persons for the lunch. Lunch availability is based on a first come, first served registration basis. An array of conference workshop proposals have been received. Ray made a request to solicit volunteers from the Council. Of the volunteer pool, the Council was seeking persons who could assist with registration, umbrella guides (persons who would act as guides between Homewood and Charles Commons), etc. The conference is also in need of persons to moderate the workshop sessions. The conference registration site is expected to be up by Wednesday, September 30th and will stay up until a week before the conference.

Website Development & Communications – Changes to the website as recommended by the subcommittee have been made. The website has been turned over and is being managed internally. It was asked of Council members to think of how the “message board” would be used. Also, volunteers were solicited to serve as a committee with Paterse to implement the message board.

Community Partnerships – A number of meetings have been held with various components of the JH community. As a result of these meetings, it should be noted that Hopkins is very involved with the community. Much of the involvement has been through projects which have been individual driven. The committee is seeking a portal for community initiatives to be advertised to students, faculty and staff. The School of Medicine in particular has a history of involvement in projects with the community. It was suggested that unless we look at our faculty and how they function, how they teach and they model behavior, our relations with the community will not improve. It was the observation of the committee that there is still no mechanism by which faculty can access opportunities to work in the community. This is believed to be attributed to the low number of minority faculty. A pipeline to recruit minorities has been increasing at the medical student level and at the junior faculty level but we find that the person then leaves at the junior faculty level.

Ombuds Office – In the previous Council, Ombuds Officers from APL and the University of Maryland have presented to the Council. This item was placed back on the Council’s agenda so that they could proceed to the next level (i.e. a direct proposal to the president that an Ombuds office be established, etc.). A new chair for the committee is being sought.

III. Open Discussion

A question was asked as to what has Hopkins done to engage the community in the wake of the tragic death of an intruder by one of Hopkins’ students with a Samurai sword?” It was suggested that the Council, as a body express to President Daniels its concern regarding the incident. It was also suggested that a letter be drafted to the president on behalf of the Council. Gwen acknowledged that a letter would be prepared and sent to President Daniels.

The meeting was adjourned.

**Next Meeting: November 24, 2009
Broadway Research Building, Room G01**