

**JHI Diversity Leadership Council Meeting  
January 20, 2010 -- Noon – 2:00 PM  
Turner Bldg., West Room  
East Baltimore Campus**

**Minutes**

**Present:** Lorie Benning, Gwen Boyd, Natasha Brown, James Calvin, Pammie Crawford, Sheila Fitzgerald, Charlene Moore Hayes, Peggy Hayeslip, Alan James, Caroline Laguerre-Brown, Abby Lattes, Rachel Lee, Khadijah Mitchell, Andrew Pekosz, Steven Ragsdale, Laurice Royal, Raafay Syed, Stephanie Webb, Beverly White-Seals and Cheri Wilson.

**I. Welcome and Remarks**

The meeting was called to order by Associate Vice Provost Caroline Laguerre-Brown in the absence of the Chair. She welcomed Council members to the beginning of the 2010 session. She asked the members to review the minutes from the previous meeting--asked if there were any corrections or additions to the minutes. It was properly moved and seconded that the minutes be accepted as recorded.

**II. Subcommittee Reports**

**Climate Survey** – A meeting with the membership representing disabilities for the Climate Survey was held to determine how to approach having the focus group for employees with disabilities. They propose holding the focus group in February contingent upon some further research by Stephanie and Peggy to ensure that accommodations will be available and ready for the conference call.

**Student Climate Survey** – James and Caroline have met with university officials regarding the Student Climate Survey. Mike Ward (Associate Dean, Student Life) has been asked to circulate the current version of the Student Climate Survey to his colleagues and get comments regarding their thoughts of the survey. Paula Burger has been asked to identify some student groups where the survey could be circulated and comments could be solicited. It was stated that the RAs are allowed to give out and email two surveys to residents by permission of the Office of Residential Life. It was proposed that we contact the Office of Residential Life and obtain permission to have the Student Climate Survey administered by the RAs.

**Diversity Conference** – It was recommended that the conference date be agreed upon as October 11, 2010. Caroline expressed concerns about having the conference at an earlier date and at a different venue. Questions about having the conference on the October 11<sup>th</sup> date were entertained as well as having the conference be hosted at the O'Connor Recreational Center. There was some concern as to whether the O'Connor Center would be able to accommodate the expected 400(+) attendees for the plenary session and be able to be broken down in time for the lunch session. It was reported that a request had been submitted to the O'Connor Center staff but a reply had not been provided at that time.

A concern about the October 11<sup>th</sup> date was expressed by one of the members (Monday date). It was thought that Monday was not a particularly good day to hold a conference as this might cause persons to have to work on the weekend. It was also expressed that JHU Facilities was not always receptive to early events and to hold the conference on a Monday could create even more challenges for them with respect to personnel. It was stated that these issues could be addressed with Facilities. A conversation ensued with regard to moving the date to October 12<sup>th</sup>--it was stated that fall break was only October 11<sup>th</sup>.

It was suggested that the Council consider Michael Armstrong be a plenary speaker. Gwen also stated that we start to receive names of persons to be considered as both plenary and workshop speakers.

It was suggested that the Council consider Zurich as an alternative site for the conference. It was later stated that Zurich would not be able to accommodate the anticipated number of participants for the plenary session. It was stated that the OIE staff would continue to nail down a date and a location for the conference prior to the next meeting.

**Awards Recognition** – It was suggested that if Michael Armstrong were not able to participate as part of the conference, he be considered as a speaker for the Diversity Awards Recognition Ceremony. Caroline stated that she and Ray were considering asking Ben Carson if he would make remarks at the 2010 award ceremony. Other persons mentioned as prospective speakers were: Gwen Ifel, Freeman Hrwaboski, Levi Watkins and Michael Armstrong. It was stated that letters of invitation to prospective speakers be sent in the very near future. Caroline stated that she had submitted two dates to the president's office regarding the awards ceremony. She expects to hear this week which of the dates is acceptable for the president.

Gwen mentioned that the notification for nominees for awards should be sent out so that the committee could start its work. Council members who would like to work with the Awards Committee were asked to submit their names to Alan.

**Ombuds Office** – The Ombuds Committee had its monthly meeting and they are still collecting information on available resources at JHU. They plan to analyze these data that is collected and provide a statistical summary of where these resources exist. This data will be incorporated into a presentation to the DLC so that a sound recommendation can be made to the president. They are also looking at case studies of the Ombuds Office from Duke, Rice, Penn, Chicago and UC Berkley.

They also have a member of the subcommittee summarizing the book, "Why An Organizational Ombuds" which was procured by OIE from the International Ombuds Association.

**Community Partnerships** – It was reported that a meeting was held with Mindy Levens and the Community Partnerships Subcommittee.

**Assessment** – The Assessment Committee met this month and the committee has identified two goals for this year. They would like to create a clearinghouse of resources as identified at the DLC Retreat. In order to realize this, the committee proposes that they will work in collaboration with Community Partnerships, the Ombuds and the Website and Communications Committees. They also would like to contribute to measuring the impact of various diversity initiatives on the Climate Survey Results.

The Assessment Committee would like to propose that each of Subcommittees provide a formal written report at the end of the year. These reports would be compiled into a final end-of-year DLC report which would be posted on the DLC website.

**Website and Communications** – No report was provided.

**Recruitment and Retention** – No report was provided.

### **III. Open Discussion**

It was also stated that next month's meeting of the DLC is in conjunction with the Divisional Diversity Councils. It was proposed that members of the Divisional Diversity Councils be requested to bring a written report which would include their website.

A conversation ensued regarding more inclusion of the Health System to participate along with the DLC and extending an invitation to the leadership of the Health System and the University to attend a DLC meeting later this year to receive the DLC's end-of-year report.

It was stated that Provost Minor be invited to one of the DLC's meetings this year as there are multiple searches at the leadership level (KSAS, SoE, APL and Senior Vice President of Finance & Administration) currently underway. This was viewed as an opportunity for the DLC to have a dialogue with the new Provost. The invitation could possibly be extended for the April meeting. It was stated that the Admissions Office (John Latting) usually presented to the DLC in March.

The meeting was adjourned.

**Next Meeting: February 17, 2010  
Levering Hall, Great Hall  
Homewood Campus**