

JHI Diversity Leadership Council Meeting
December 15, 2009 -- Noon – 2:00 PM
Clark Hall, Room 110
Homewood Campus

Minutes

Present: Shabina Bahl, Hilary Bok, Gwen Boyd, James Calvin, Pammie Crawford, Sheila Fitzgerald, Patrese Frazier, Bertrand Garcia-Moreno, Brian Gibbs, Ray Gillian, Janet Harding, Peggy Hayeslip, Alan James, Sylvain, Kouamou, Caroline Laguerre-Brown, Ron Lambert, Ashley Llorens, Pamela Paulk, Steven Ragsdale, Laurice Royal, Delora Sanchez, Edward Scheinerman, Michael Taylor, Stephanie Webb, James West, Beverly White-Seals, Cheri Wilson and Cynthia York.

I. Welcome and Remarks –

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 – Three focus group conversations have been held to address some of the responses to the Climate Survey. Janet Harding facilitated the LGBT telephone call-in focus group. There was a high level of participation for this session. A second focus group in conjunction with Black Faculty and Staff (20 participants) was held in the Multi-Cultural Center and a third focus group in conjunction with the Black Faculty and Staff (30 participants) was held in Bloomberg.

Some of the comments from the LGBT focus group were: they would like to have a face-to-face session to address the Council (proposed to be held in January); initially it was anticipated that about 15 participants would take part in the telephone conference call but the call actually entertained 44 participants. The participants were asked to respond to four questions—1) their experience and satisfaction with the climate; 2) what programs/initiatives policies and practices are currently in place to support them having a positive experience, 3) what policies/procedures and practices would you propose to have a better experience; and 4) what current programs are inhibiting their experience. Many of the participants were very positive about their experience at Hopkins.

Many of the participants felt that there should be more inclusion of LGBT key issues in the course work when appropriate. There was not enough inclusion of LGBT issues in diversity training in the conference as well as other trainings across the institutions. They asked that there be an incorporation of issues regarding this community in our sexual harassment training. They felt that there should be more inclusion in the Climate Survey and the summary presentation surrounding LGBT responses. One of the changes that they felt

needed to be addressed was in the insurance coverage area. Blue Cross/Blue Shield's policy maintains that only the policyholder's name appears on the card. In the case of having a domestic partner, the partner has to utilize the policyholder's card without having a card of their own.

It was mentioned that many of the members of the LGBT community had never participated in a discussion with other members of their community and it is anticipated that an affinity group for this community is forthcoming. There are currently affinity groups on both the Homewood and East Baltimore campuses for this community that is geared toward students.

In the focus groups for the African American community (Black Faculty and Staff) some of the comments were: the employees felt that there was a lack of consistency within the institution in providing annual performance evaluations; there is no clear direction as to how to improve performance. There seems to be no clear track for upward mobility. There is a need for career track for succession planning. There needs to be an increase in diversity at the senior and officer's level and at the director's level. Require diversity and inclusion training similar to that of sexual harassment training. They felt that diversity has been promoted but inclusiveness is lacking in both JHU and JHHS. There was a request for a more formal mentoring program for all employees.

It was expressed to these communities that this information would be shared with the Council and the Council, in turn, would provide specific attention in its recommendation to the president.

A copy of the *Student Climate Survey* was distributed to Council members. Members were asked to review the draft copy and provide questions. It was suggested that under "Race" a box for "Other" be added. The question of "Transgender" under "Sex" was one of the issues of the LGBT focus group—they were wondering if this could be a separate category. James asked Council members to email any additional questions to him. He stated that the survey is to be launched in February 2010. It was also noted that SAIS has a LGBT affinity group.

Diversity Conference – At the November meeting, the Council had some discussion regarding possible dates for the 2010 conference. One of the suggestions at that meeting was that the Council consider October 11th, which is "Fall break" on the Homewood Campus, as a potential date for the conference. This date would provide the conference complete access to classrooms and facilities on the Homewood Campus. If the Council were to move the date to October 11th, it would be necessary for them to provide a conference theme by March. Ray also stated that if the October 11th date was selected that would also mean that a "Call for Presentations" would go out in the early spring and a review of the presentations by the Conference Committee would be required by late spring/early summer. Ray also suggested that the Council invite President Daniels to be one of the speakers at the 2010 conference.

There was a brief discussion regarding the proposed conference date—it was stated that because October 11th is a Monday date, there was a possibility that people might forget and not show up. Ray stated that one of the advantages of holding the conference on that date on the Homewood Campus would be to attract students that would still be on campus but

not attending classes. There was a discussion regarding having two different rooms for the luncheon. It was stated that the plenary session and the luncheon could be held in the gymnasium. It was also stated that Mudd Hall had an auditorium that could accommodate about 300 – 400 people. It was stated that Student Leaders could be extended an invitation to advertise the conference to their constituents. It was mentioned that parking on the Homewood Campus would still be a problem. Other alternative locations discussed were, Mt. Washington and APL. It was stated that Mt. Washington Center did not have an auditorium that would accommodate more than 200 persons. Ray stated that Gwen would probably re-address this issue again with the Council for final closure.

Nominations Committee – The committee is open for membership. Terms for nominees are two years for faculty and staff and one year for student membership.

Ombuds Office – The committee is still looking at models of Ombuds offices at other universities. They are trying to match other universities with similarities to Hopkins. They are contemplating doing case studies—they are looking at Duke University which created an Ombuds Office in 2007 for the School of Medicine and 2008 for the undergrads; Rice University because they use students as Ombudspersons; University of Chicago because they also use students; Penn because of its similarities to Hopkins and because President Daniels experience there; and a west coast school probably Berkley or Stanford.

They are also surveying what is available at Hopkins because a representative from the Committee on Equity, Diversity and Civility stated that they already have an Ombuds person in the Microbiology Department. They are looking to invite key university leaders from student groups, human resources and OIE to present the types of issues that are being brought forth. They are also investigating speaking with JHU human resources regarding its idea of creating a Mediation Committee.

Community Partnerships – No report was given. One of the committee members stated that a meeting was to be held with Mindy Levens from the SOURCE within the week and that Council members were invited to attend.

Assessment – Cheri reported that the committee did not have a meeting and stated that she only had a partial listing of committee members. Alan was requested to send the membership list to the Assessment Committee.

Website and Communications – Patrese reported that Ivan had contacted her regarding changes to the DLC website. He wanted to know how to navigate around the university website to get to the DLC webpage. Council members were asked to visit the website and submit any questions to Ivan.

Recruitment and Retention – No report — A chair for this committee is being sought.

III. Open Discussion

Gwen informed the membership that this would be Ray's final meeting with the Council as he would be retiring at the end of December. Gwen thanked Ray on behalf of the Council for his leadership of the DLC and presented him with a card and a gift (an African walking

cane). Caroline Laguerre-Brown was introduced as the new Associate Vice Provost for the Office of Institutional Equity and also received a card and gift from the council.

The meeting was adjourned.

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