

JHI Diversity Leadership Council Meeting
October 21, 2009 -- Noon – 2:00 PM
Barton Room, Bldg. 1
Applied Physics Laboratory

Minutes

Present: Lorie Benning, Gwen Boyd, Natasha Brown, James Calvin, Pammie Crawford, Brian Gibbs, Ray Gillian, Marian Hahn, Peggy Hayeslip, Alan James, Ron Lambert, Abby Lattes, Rachel Lee, Khadijah Mitchell, Scott Purnell-Saunders, Laurice Royal, Delora Sanchez, Edward Scheinerman, Raafay Syed, Beverly White-Seals.

I. Welcome and Remarks – Gwen Boyd

The meeting was called to order by Gwen. She extended greetings and gave a brief overview of the Applied Physics Laboratory to the membership. She passed out the 2008 APL Annual Report and opened the meeting by having the Council members introduce themselves. The Council welcomed its newest member Beverly White-Seals to the Council. A question was asked about the letter that the Council sent to President Daniels regarding the case of the killing of the intruder by a student with Samurai sword. It was reported that because President Daniels has been out sick the leadership would wait until his return to seek his response. Gwen reported that Council member Rachel Lee brought a “get well” card Council members to sign for President Daniels.

II. Subcommittee Reports

Climate Survey – The Climate Survey met and discussed the climate survey data. The data was translated from numerical values into graphic data (charts) by Lorie Benning and introduced to the Council. It was stated that the 2009 Climate Survey data would be presented at the Diversity Conference on November 5th. The focus of discussion for the Conference will be the data from four major groups where disparities continue to exist as it relates to African Americans, LGBT employees, employees with disabilities and female faculty members. As a part of the dissemination process, the subcommittee is moving forward to schedule meetings with affinity groups. Council members were asked to review the charts and a discussion was held to identify concerns as to how the data were captured. It was reported that these data would be incorporated as part of the Conference packets. It was mentioned that the committee had discussed identifying dates to host conference calls that deal with issues relevant to LGBT concerns as well as a different date for disability issues. It was discussed that Talent Management had been approached regarding facilitating the focus groups.

The committee reported that they had discussed administering a second Student Climate Survey which is projected for late February, early March of 2010. The most notable point of the committee’s discussion was how to increase student participation in taking the survey. It was suggested that various types of incentives (flash drives, raffles, coupons) be offered that would attract students to take the survey. It was also suggested that the survey be tied into student registration.

2009 Diversity Conference – Posters about the conference were provided for each Council member to handout/hang up in areas to encourage faculty and staff members to attend. Ray reported that divisional data were sent to each of the vice presidents/deans/directors regarding current and prior year's attendance. They were asked to encourage their employees to participate in the Conference. It was projected that conference attendance would be very close to five hundred persons. Volunteers were solicited to sign up as the Conference was in need of persons to perform as moderators, umbrella guides and registration attendants. Ray also stated that this year's lunch would be served family style.

Ombuds Office – Gwen stated that the chair position for this committee was vacant but various members of the Council had signed up for the committee. Pammie Crawford stated that she was on the subcommittee last year and had spoken with the former chair about President Daniels' presentation to the Council in June. It was explained that President Daniels requested that the Council present a detailed recommendation as to what the position of the Ombuds would look like. Gwen asked Pammie if she would be interested in chairing the committee—she agreed.

Recruitment and Retention – Gwen asked if anyone was interested in chairing the committee.

Website and Communication – No report, chair was absent.

Community Partnerships – No report, chair was absent.

III. Open Discussion

Beverly White reported that she had written guidelines for affinity groups and wanted to share that information with Council members. Gwen requested that she submit them to Alan for distribution to the Council. Lorie reported that the School of Public Health's diversity committee was under a new name. It is now known as the Committee on Equity, Diversity and Civility (formerly known as the Affirmative Action Committee) and the dean will be hosting a "coming out" event on Friday, October 23rd from noon to 1:30 p.m. for the committee. She encouraged members to please attend the event.

The meeting was adjourned.

**Next Meeting: December 15, 2009
Clark Hall, Room 110**