

Diversity Innovation Grant Final Report

Due no later than April 30 (Note: Photos are encouraged!)

Project Name: Homewood Facilities Operations Staff Yearbook 2019-2020

Team Members: David Ashwood (UA), Tom Simmons (WSE), Ray Cho (KSAS)
Jenny Yoo (KSAS - senior), Yeena Yoon (KSAS - senior)

Project Overview:

- **Current project status:**
 - Completed

- **Project highlights:**
 - Please see attached yearbook document

- **Long-term impact:**
 - The team views this project as a good starting point on continuous efforts on addressing and recognizing ‘behind the scenes’ staff contribution to JHU. We are hoping this exercise/project, cultivates similar future efforts and discussions.

 - Providing some ways to continuously recognize and seek for input/voice opinion, to the often-underappreciated part of our research and education mission will serve the institution well in addressing diversity and inclusivity related issues among facilities operational staff.

- **What was learned:**
 - There are so many unsung folks in Plant Operations working hard to keep JHU up and running – even more so in light of the COVID-19 outbreak. These were small portion of the core essential staff members, who came into campus during the shutdown in order to keep building, infrastructure and systems running.

 - Getting buy-ins of large amount of people (even for seemingly noble efforts) is tough. We have had many enthusiastic participation as demonstrated by the document, but turn-out/participation was much lower than anticipated.

- **Plans for the future:**
 - The team will continuously work on similar yet different efforts to recognize folks working behind the scenes in the future.

- **If your grant only covered part of your budget, specify which aspect the grant covered:**
 - Project was fully funded by the grant.