

Key Dates in the JHU Diversity Roadmap

Questions, comments, and requests for additional information can be sent to diversityroadmap@jhu.edu

I. Restatement of Principles

Led by the President's Office, Provost, Chief Diversity Officer, and Chair of the Diversity Leadership Council

Activity	Description	Previous Commitment	Status
Committee to Re-examine University Statements on Diversity, Inclusion, and Equity	Convened and charged to canvass views across JHU about existing statements regarding diversity, inclusion, and equity and recommend a new universitywide statement for community input and review.	Launch in spring 2016. Complete in May 2017.	Initial review of existing statements completed. Advisory committee to launch in fall 2016.

II. Faculty

Led by the Provost's Office

Activity	Description	Previous Commitment	Status
Faculty Diversity Initiative	Five-year, \$25 million initiative to support recruitment and hiring of diverse faculty universitywide.	Launch in fall 2015.	Ongoing.
Enhanced Faculty Search Processes	Each division establishing new protocols for faculty searches to increase diversity within applicant pool.	Implement new practices in summer 2016.	Implemented new practices in summer 2016—summarized in divisional faculty diversity action plans.
Target of Opportunity Program	New resources provided to help recruit diverse scholars—up to \$100,000 per faculty member per year for three years.	Launched in fall 2015. Hiring ongoing.	Hiring ongoing. In the first year, 22 requests have been made, 15 were approved, and 12 new faculty have joined JHU.
Visiting Faculty Initiative	New resources provided to invite and support more visiting scholars in all academic divisions.	Launch in spring 2016.	Ongoing. Committed over \$700,000 over five years. In the first year, five requests have been approved across five divisions.
Diversity Postdoctoral Fellowship Program	Competitive, two-year program provides salary, benefits, research support, training, mentoring, and networking.	Launched active recruitment. First fellows expected fall 2016.	Ongoing. In the first year of the program, eight fellowships awarded summer 2016.
Diversity and Inclusion Faculty Research Award	\$50,000 award each academic year for exceptional research that advances knowledge on issues of equity, diversity, and inclusion.	First awardee anticipated fall 2016.	First winner and finalist announced, spring 2016.
Transparent Reporting and Accountability on Faculty Diversity	Divisions will receive guidelines for reporting faculty diversity data, grounding related efforts in data collection, analysis, and public reporting.	Ongoing.	Ongoing. Faculty composition data released fall 2016.

Status key: ■ Complete ■ On time ■ Timeline shifted ■ Project paused/restructured/significantly delayed

II. Faculty (continued)

Activity	Description	Previous Commitment	Status
Divisional Plans	Each academic division is currently preparing a three-year divisional faculty diversity action plan, including a rigorous self-assessment, clear goals, and strategies.	Complete in June 2016.	Draft plans were submitted in June 2016 and revised in September 2016.
Universitywide Department Chairs Meeting on Diverse Hiring	Interactive workshop on best practices and protocols for departments to use to recruit and retain diverse faculty.	Late spring 2016.	Convened, spring 2016.
Baseline Faculty Diversity Report	Report on faculty diversity data that will serve as baseline to measure progress in years to come.	Released in spring 2016.	Data released in fall 2016. Report to be updated biannually.
Cluster Hiring	Recruiting multiple scholars into one or more departments based on shared, interdisciplinary research interests.	Ongoing.	Two faculty recruited to the Center for Africana Studies; another search is ongoing.
Faculty Mentoring Program	Program designed to foster early- and midcareer faculty members; includes one-to-one, peer, and group mentoring.	Divisional plans launched fall 2015.	Ongoing.
Faculty Mentoring Award	A new award that will honor the full-time faculty member who exhibits excellence, generosity of spirit, and dedication in mentoring junior faculty members.	Established in spring 2016.	First two awards given, spring 2016. Annual program.
Faculty Mentoring Website	A new central website to supplement divisional faculty mentoring websites and provide resource materials for mentors and mentees.	Development in spring 2016.	Development of the website is still in progress and is scheduled to be completed by the end of AY16-17.
Faculty Mentoring Survey	First such universitywide survey will provide baseline data regarding faculty access and satisfaction with their current and past mentoring experiences.	Results to be distributed in late spring 2016.	Data analysis of the survey is still in progress. We anticipate a report to be released by the end of 2016.

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III. Students

Led by the Office of the Vice Provost for Student Affairs and the Provost's Office

Activity	Description	Previous Commitment	Status
Baltimore Scholars	Comprehensive program review to offer greater financial support and robust programming to admitted Baltimore City Public School graduates with the greatest financial need.	Launch in spring 2016.	Complete on Homewood and Peabody campuses.
Expansion of Hop-In	Increase in number of students participating to 160 over four years; hire two additional staff members over two years, with student engagement in search.	Summer 2015 through summer 2018.	Summer 2016: 66 students in Hop-In. Two staff have been hired to date. Next position is funded for FY18.
Broadening Multicultural Affairs	Increase collaboration and coordination among the offices of Multicultural Affairs, LGBTQ Life, Gender Equity, and Campus Ministries to ensure that our programs and services are inclusive, serving the various needs and intersecting identities of students, and opening new, meaningful opportunities for them to engage with others.	Ongoing.	New structure created spring 2016 and Programming and collaborations are ongoing.
Transgender Workgroup	Ensure our policies and procedures are supportive of transgender students. Registration changed to preferred name (2015). Assessing facilities to ensure inclusivity.	New commitment.	Ongoing.
New Associate Dean of Diversity and Inclusion in Homewood Student Affairs	Oversees the Homewood Centers for Community, Diversity, and Inclusion.	New commitment.	Hired summer 2016.
New Diversity-Focused Positions in Homewood Student Affairs	Two new positions will support and foster programs focused on issues of diversity.	Created by summer 2016.	Complete. These positions were filled in summer 2016.
Student Advisory Board on Multicultural Affairs	Re-establish student advisory board to provide ongoing feedback on the programs and services of the office.	Convened by fall 2016.	Goal has evolved into regular community forums, starting in AY16-17 with student leaders from cultural-based organizations and advisory boards.
LGBTQ Needs Assessment	Second assessment of the Office of LGBTQ Life to review progress made and identify opportunities for improvement.	Launch in spring 2016.	Complete. Developing next steps fall 2016.
Task Force on Student Mental Health and Well-Being	Student, faculty, and administrative task force to assess the current state of JHU mental health services and resources, canvass current research and benchmark against peers, and recommend effective services and interventions, including those customized to meet the needs of diverse students.	Launch in spring 2016.	Ongoing. Universitywide survey completed September 2016. Recommendations to be made spring 2017.

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III. Students (continued)

Activity	Description	Previous Commitment	Status
Homewood Student Disability Services Office Focus Groups	Work with members of SDS's Student Advisory Board to solicit their input and summarize and analyze the data.	New commitment.	Launch in fall 2016. Engage other JHU schools in 2017.
Mandatory Cultural Competency Workshop for First-Year Students	Designed to help first-year students reflect on their own identities and learn about the importance of diversity and inclusion at Hopkins.	Offer by fall 2016.	Launched AY16-17 (also mentioned under Climate and Community).
Doctoral Program Directors Workshop	Identify and discuss the challenges in successfully recruiting a diverse doctoral student body.	New commitment.	Scheduled fall 2016.
JHU Membership in National Name Exchange	To help match JHU with minority students interested in graduate education.	New commitment.	Currently in development.
JHU Chapter of the Edward A. Bouchet Graduate Honor Society	Develop a network of scholars to support students who have traditionally been underrepresented.	New commitment.	Application submitted fall 2016. Launch anticipated spring 2018.
Graduate Student Composition	Develop and publish data by the end of AY16-17 on the racial and gender composition of the graduate student community by division and department	New commitment	AY16-17

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IV. Staff

Led by the JHU Office of Human Resources

Activity	Description	Previous Commitment	Status
HopkinsLocal	Joint university–health system economic inclusion initiative to hire staff from Baltimore’s most distressed communities.	Launched in fall 2015.	Ongoing.
Increasing Entry-Level Hiring	Collaboration among university, health system, Mayor’s Office of Employment Development, and a local nonprofit workforce development company to train residents of Baltimore’s most disadvantaged communities with skills for key positions.	Launched in fall 2015.	Launched in fall 2015.
Expanded Finance Diversity Mentor Program	Evaluate what has and has not worked in current Diversity Mentor Program in University Finance, in order to strengthen the model for expansion across other functions and offices.	Ongoing.	Ongoing. Expansion planned for FY17.
Improving Staff Professional Development	Roll out a streamlined performance-feedback program to ensure that supervisors and their staff are discussing performance strengths and development opportunities twice a year.	Academic year 2016–17.	Initiative launched, efforts ongoing.
Health and Health Services Study Committee	Committee is examining several areas of employee health services, paying special attention to needs of Johns Hopkins’ lowest-income employees.	Recommendations in spring 2016.	Recommendations to be made fall 2016. Additional analysis and consultation in FY17, with implementation to take place FY18.
Enhance Diversity Training for Managers and Staff	Develop both the quantity and quality of diversity-related training available to staff.	New commitment.	Begin FY17.
Staff Diversity Initiative for Hiring and Recruiting	Review the FDI and industry best practices around diversity, and make recommendations around new processes.	New commitment.	Workgroup to be convened FY17. Implementation planned for FY18.
Enhance Family Support Benefits	Develop a plan to support a broader range of child care options and offer a wider spectrum of options to our employee community.	New commitment.	Develop options FY17.
Develop and Report on Measures of Progress	Open and transparent reporting on overall diversity of our workforce and updates on our efforts.	New commitment.	Ongoing.

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V. Education

Led by the Provost's Office and Krieger School of Arts and Sciences

Activity	Description	Previous Commitment	Status
Commission on Undergraduate Education II (CUE2)	Provide a current assessment of the state of undergraduate education, and updated recommendations, including among its priorities a comprehensive review and analysis of how best to address the challenge of preparing students to understand and appreciate an increasingly complex and interconnected world.	Launch in spring 2016.	To be launched 2017.
Recruitment/Hiring of Five Faculty Lines Connected to Center for Africana Studies	Includes two faculty lines in Africana studies, two in history (one in African-American history, one in African history), one Bloomberg Distinguished Professor.	Underway, spring 2016.	Hired four new faculty; one search is ongoing.
Committee on Centers and Programs in KSAS	Committee will assess the state of centers and programs in the arts and sciences and recommend how to strengthen their role and presence within the school.	Established spring 2016.	The committee has been asked to submit its report and recommendations by spring 2017.

VI. Climate and Community

Led by the Chief Diversity Officer

Activity	Description	Previous Commitment	Status
Workgroup on Diversity and Cultural Literacy Training	Will seek out and evaluate the most effective trainings, and recommend appropriate training programs, whether mandatory or available for enrichment and development.	Launch in spring 2016.	Foundational research done summer 2016, workgroup to launch TBD
Mandatory Cultural Competency Workshop for Incoming Undergraduates	Designed to help first-year students reflect on their own identities and learn about the importance of diversity and inclusion at Hopkins.	Offer by fall 2016.	Launched AY16-17 (also mentioned under Students).
New Office of Institutional Equity Website	Highlight OIE's centrality as a resource for the entire community, adding to OIE's introductory session during freshman orientation, and OIE's trainings and presentations to student, faculty, and staff groups throughout the year.	Complete in spring 2016.	To be launched fall 2016.
Enhanced Coordination on Responses to Incident Reports	Convene working group to seek input from faculty, staff, and students on the types of responses to bias-related incidents that may work best in various situations.	Establish in spring 2016.	Developing a more structured and proactive approach to responding to student complaints about campus climate.

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VI. Climate and Community (continued)

Activity	Description	Previous Commitment	Status
Expanded Diversity Leadership Council to Empower Student Voices	Expand the DLC to include standing seats, shared among key student groups, to be filled during our annual nomination process; will help ensure that student voices are empowered to impact university policy and programming.	Spring 2016	Additional efforts made to recruit student members; four additional student members added; Student Experience subcommittee launched.
Homewood Diversity Council	Whiting and Krieger schools are creating a joint council to focus on issues of particular interest to those divisions.	Convene in spring 2016	Homewood Council on Inclusive Excellence launched fall 2016.

VII. Baltimore

Led by various offices, including Finance and Administration, Government and Community Affairs, the President's Office

Activity	Description	Previous Commitment	Status
Academic Conference on Race and Inequality in Baltimore	Multi-university symposium that will explore the legacy of race-related policies and programs in Baltimore.	Host in fall 2016.	Conference on hold. Planning next round of 21st CC Redlining Series to be held AY16-17.
JHU Diversity and Inclusion Website	A new website that provides information and updates on issues related to diversity and inclusion.	New commitment.	Expected fall 2016.
Expansion of HopkinsLocal	Expand the principles of HopkinsLocal—the Hopkins-wide effort to build, hire, and buy local—to recruit nonaffiliated local businesses to the cause, broadening its impact.	Spring 2016.	BLocal launched spring 2016.
Reporting on HopkinsLocal	Report annually, provide data, work with BLocal partners to track progress.	New commitment.	FY17.
Formalize Partnership with Margaret Brent Elementary/Middle School	Create a flagship program around the arts, provide professional development and teacher coaching, and support efforts to expand the school's partnerships and programming.	New commitment.	In development.
P-TECH Partnership Schools	Working to launch a P-TECH program at Dunbar High School that helps students achieve a HS diploma, associates' degree from a local community college, and key, marketable job skills.	Expected in fall 2016.	P-TECH Dunbar opened with 50 students in fall 2016. Will expand to 200 students within four years.