



JOHNS HOPKINS
UNIVERSITY

Roadmap 2020 Task Force

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JHU Roadmap



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By the Numbers



DIVERSITY ROADMAP 2020 TASK FORCE

- ▶ **3** Task Force Co-Chairs
- ▶ **5** Community Engagement Opportunities (Town Halls, Listening Sessions, Open Comment)
- ▶ **7** Workgroups
- ▶ **17** Workgroup Co-Chairs
- ▶ **44** Task Force Committee Members
- ▶ **154** Workgroup Members
- ▶ **227** Participants in Listening Sessions
- ▶ **332** Participants in the Leadership Town Hall Meeting

Student Success

▶ **2016-2020 Outcomes**

- ▶ Undergraduate URM students increase from 17.4% in 2011 to 32.5% in 2020
- ▶ Pell students increase from 12.4% in 2011 to 20.7% in 2020
- ▶ 21% of domestic grad students identify as URM (up from 15% in 2011)
- ▶ 11% of PhD students identify as URM (up from 8% in 2011)

▶ **Key Activities**

- ▶ Bloomberg's \$1.8B gift expanded support for first-generation, limited income students
- ▶ Hosting “Second look” visits for URM students interested in PhD programs at 5 divisions
- ▶ Opening a new, more accessible space for Student Disability Services

▶ **Strategic Next Steps**

- ▶ Shift focus to include addressing retention, community building, and belonging
- ▶ Develop centralized diversity initiatives for graduate and post-doctoral students
- ▶ Stronger connection between faculty and student diversity
- ▶ Curricular recommendations foster an engagement with diverse histories and points of view

Pathways to Staff Advancement

▶ **2016-2020 Outcomes**

- ▶ URM/minority representation at executive (19%), managerial (27%), and professional (34%) levels

▶ **Key Activities**

- ▶ Major benefit enhancements (e.g. parental leave, child care, and Live Near Your Work Program)
- ▶ Universitywide talent acquisition process
- ▶ Expanded HopkinsLocal to include higher-level job titles

▶ **Strategic Next Steps**

- ▶ Create clear advancement pathways for internal talent
- ▶ Shift diversity recruitment efforts to include mid to senior level positions
- ▶ Fund internal staff career development
- ▶ Expand governance structure to include staff
- ▶ Enhanced diversity training for managers and supervisors

Training and Development

▶ **2016-2020 Outcome**

- ▶ Anti-bias training and professional development was mandated for all managers and supervisors

▶ **Key Activities**

- ▶ Finance Diversity Mentorship Program
- ▶ Human Resources DEI trainings

▶ **Strategic Next Steps**

- ▶ Develop a life-span model for D&I education that includes recruitment, hiring, annual reviews, internal promotion, and exit surveys.
- ▶ Determine appropriate accountability measures for groups across Hopkins
- ▶ Ensure that trainings cover the needs and experiences of all underrepresented groups (e.g. people with disabilities, veterans)

Institutional Accountability

▶ 2016-2020 Outcomes

- ▶ New strategic focus area for 2020 Roadmap; However transparency and accountability were overarching values of the *Roadmap on Diversity and Inclusion*

▶ Strategic Next Steps

- ▶ Articulate Johns Hopkins' overarching values around diversity, equity, and inclusion
- ▶ Centralize information about DEI efforts across the university
- ▶ Ensure accountability systems measure effectiveness of processes - not only outcomes
- ▶ Reconsider the strategic organization of diversity units, governance structures, and personnel
- ▶ Require accountability reports for units at key touchpoints over the next 5 years
- ▶ Clarify the process for incident reporting and develop a clearinghouse of resources to support employees who engage this system

Community Engagement

▶ **2016-2020 Outcomes**

- ▶ Reframed strategic focus area for 2020 Roadmap

▶ **Key Activities**

- ▶ HopkinsLocal
- ▶ PTECH
- ▶ Henderson Hopkins
- ▶ Vision for Baltimore
- ▶ Expungement clinics
- ▶ COVID-19 Anchor Strategy Workgroup

▶ **Strategic Next Steps**

- ▶ Establish clear criteria for effective community partnerships across Johns Hopkins
- ▶ Measure the impact of JHU's community efforts (beyond HopkinsLocal) on community concerns
- ▶ Establish guiding principles and values for working with communities
- ▶ Consider integrating community engagement activity into the curriculum

Faculty Diversity Initiative 2.0

▶ **2016-2020 Outcomes**

- ▶ 33 faculty members hired through Target of Opportunity Program
- ▶ 37 diverse Provost's Postdoctoral Fellows
- ▶ Establishing divisional plans that specifically focused on increasing diverse faculty

▶ **Key Activities**

- ▶ \$25M investment in diversity faculty hiring
- ▶ Publication of faculty composition reports with data to the departmental level
- ▶ Awards and recognition for outstanding achievement in DEI efforts
- ▶ Adoption of faculty search practices to enhance recruitment of diverse faculty

▶ **Strategic Next Steps**

- ▶ Shift focus to include community building and workplace culture
- ▶ Enhance retention, performance, and opportunity data tracking
- ▶ Expand usage of current recruitment tools
- ▶ Address the needs of specific marginalized faculty groups (e.g. American Indian/Alaskan Native, POC, faculty with disabilities, gender diversity, etc.)

Alumni Engagement

▶ **2016-2020 Outcomes**

- ▶ New strategic focus area for 2020 Roadmap

▶ **Key Findings**

- ▶ Varied student experience leads to uneven engagement
- ▶ Initial opportunities for Alumni to engage without financial solicitation
- ▶ Alumni are seeking more options to engage with current student body
- ▶ Past traumatic experiences of prejudice at JHU impact alumni engagement

▶ **Strategic Next Steps**

- ▶ Healing: conduct an intentional listening and empathy tour to understand alumni perspectives, get more buy-in, and motivate future action
- ▶ Data: explore differences in engagement, perceptions, and outcomes between URM and Non-URM alumni
- ▶ Partnerships: align goals and strategies with the Student Success Work Group
- ▶ Action: develop a plan for engagement initiatives designed to bridge gaps between URMs and Non-URMs

Questions

- ▶ Do you see opportunities for your involvement in the Roadmap strategic planning process?
- ▶ Are there specific initiatives that you expect to see reflected in the new Roadmap?