Roadmap 2020 Task Force

Katrina Caldwell, Vice Provost for Diversity and Inclusion/CDO
Patricia Davidson, Dean of School of Nursing
Anika Penn, President, Johns Hopkins Alumni Council
JHU Roadmap

Katrina Caldwell, PhD
Vice Provost for Diversity and Inclusion/CDO

Patricia Davidson, PhD, M.Ed, RN
Dean and Professor, School of Nursing

Ashley Llorens
Chief of the Intelligent Systems, Applied Physics Laboratory
By the Numbers

► 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 URM and Non-URM alumni
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?