



Homewood Council on Inclusive Excellence Annual Report Summary, 2017 – 2018

Authored by the members of the Homewood Council on Inclusive Excellence (HCIE)

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HCIE's Roles and Vision

The Homewood Council on Inclusive Excellence (HCIE) serves to support the Deans' vision in diversity, equity and inclusion and to work in concert with the Assistant Dean for Diversity and Inclusion, Darlene Saporu, to achieve the vision. Our two schools (WSE and KSAS) are committed to advance a diverse body of students, faculty and staff. As we aspire towards inclusive excellence, we expect that our demographics and climate will reflect our commitment. In concert with the fact that everyone in our community plays roles as teachers, we expect that diversity and inclusion is a part of everyone's responsibilities. HCIE's role is thus to facilitate and foster an inclusive environment for our entire community.

Summary of 2017-2018 Activities

In our second year, we have worked on many issues relating to faculty diversity, campus climate, and diversity awareness. Our year began with a retreat in August 2017 where we formed three subcommittees and participated in a workshop led by then-interim-CDO James Page on hiring and group decision making. Our subcommittees drafted goals that were revised with advice from the Deans to align to the schools' strategic objectives. The three subcommittees and their goals are summarized in Table 1, and their outcomes are summarized here.

Key outcomes from subcommittee work included:

- Creation of guidelines and evaluation criteria for Diversity Action Plans
- Reviews of departmental Diversity Action Plans
- Recommendations for updates to the WSE and KSAS websites to better showcase our diversity and inclusion
- Establishment of communication channels (hcie@jhu.edu) for community input

We also continued work begun in 2016-2017 including:

- Implementing the Master Mentoring program for select senior faculty
- Analyzing outcomes from the pilot course evaluation survey questions on inclusion

In addition, the full Council activities also included:

- A meeting with David Phillips, Vice Provost for Admissions and Financial Aid, to discuss current undergraduate demographics, strategies, and policies.
- A discussion of the Family Accommodation Policy for Graduate Students and Postdocs, led by Christine Kavanaugh, WSE Assistant Dean for Graduate and Postdoctoral Affairs and Renee Eastwood, KSAS Director of Graduate Academic Affairs.
- Discussion of the President's proposal for an armed Homewood police force, with an email summary sent to the Deans.
- Discussion of the Demands of the Advocates for Disability Awareness.
- Discussion on students' requests for 'trigger warnings' in classroom settings.

Recommendations to the deans:

1. We have reviewed the Diversity Action Plans (DAPs) from five departments. While they are generally supportive of advancing diversity and inclusion, their responses varied widely because they weren't sure of the timelines for implementing new policies or procedures or for evaluating their success. We expect to suggest a revision of the form for consideration by the Deans for use in the 18-19 academic year.
2. KSAS and WSE website updates should include links to key statements, initiatives, and groups and add statements on inclusion and equity
3. Continue the Master Mentoring workshops with a new class of participants next year.
4. Continue efforts to respond to the needs of the disability community ensuring that they have sufficient support staff and appropriate, accessible space.
5. Support continued professional development for faculty on best practices for inclusive classrooms.

Table 1

HCIE Goals 2017-2018

Faculty Subcommittee

1. Develop a process for Diversity Action Plan review by HCIE members for feedback to the Deans. Give feedback for the first set of action plans.
2. Develop effective search practices that promote inclusive excellence in senior faculty and Bloomberg searches; disseminate them through the Deans' offices as appropriate.

Climate, Culture, and Campus Environment (C3E) Subcommittee

1. Hold a public forum event in the spring semester to raise awareness and gather input on campus climate issues.
2. Liaise with DLC and CDO Fenimore Fisher to develop practices for collecting climate data.

Communications and Diversity Awareness Subcommittee

1. Prepare an advisory document with suggestions to facilitate the revamping of JHU KSAS and WSE websites to feature diversity.
2. Update and maintain HCIE website and create a welcoming space for members of the community to express their thoughts and concerns. Facilitate communication between the campus community and the HCIE and publicize the HCIE to the campus community. Assist with the coordination, planning, and publicizing of HCIE events. In our communications, spread diversity awareness.

2017 – 2018 HCIE Members

Name		Group	Department
Jeffrey	Gray	Faculty, HCIE Chair	ChemBE
Rigoberto	Hernandez	Faculty, HCIE Vice Chair	Chemistry
Lael	Ensor-Bennett	Staff, HCIE Secretary	Visual Resources Collection
Rina	Agarwala	Faculty	Sociology
Ralph	Etienne-Cummings	Faculty	ECE
Karen	Fleming	Faculty	Biophysics
Lisa	Folda	Faculty	Public Health Studies
Rachel	Karchin	Faculty	BME
Doug	Mao	Faculty	English
Vicky	Ngyuen	Faculty	ME
Jerry	Prince	Faculty	ECE
Carla	Hopkins	Staff	HSA / Office of Multicultural Affairs
Ariane	Kelly	Staff	PILOT Learning
Dariush	Mohammadyani	Postdoctoral fellow	Biophysics, HW-PDA President
Ebuka	Arinze	Graduate Student	ECE
Bria	Macklin	Graduate Student	ChemBE
Jennifer	Morey	Graduate Student	Chemistry
Joshua	Bertalotto	Undergraduate Student	Sociology / Social Policy
Miranda	Bannister	Undergraduate Student	History, Writing Seminars
Naisa	Rahman	Undergraduate Student	Public Health Studies
Daniel	Tanchez	Undergraduate Student	ChemBE
AJ	Tsang	Undergraduate Student	Public Health Studies
Renee	Eastwood	Ex Officio	KSAS
Richard	Helman	Ex Officio	KSAS
Christine	Kavanaugh	Ex Officio	WSE
Moses	Davis	Ex Officio	Homewood Student Affairs
Darlene	Saporu	Ex Officio	KSAS/WSE