President Daniels has called attention to and has underscored the University's support for all affinity groups for the organization and pledged to encourage supervisors to permit employee participation.

Charlene Moore Hayes, JHU Vice President for Human Resources, has asked for assistance from the university's leadership in demonstrating support of affinity groups. Her request signals the importance to the University that President Ron Daniels places on these groups. They add much to the vitality of our community.

Please support President Daniels and Vice President Hayes by recognizing how these groups help us to ensure a welcoming environment for all members of our diverse community and ask that all leadership and management and all faculty and staff also show their support.

We all understand that business needs and job responsibilities are our priority, and participation in any other activities must be balanced with those needs. Staff members are encouraged to talk with supervisors about what makes good sense for participation with any affinity group or interest group while continuing to address the duties of each respective work environment. And as always, staff members must have the consent of their direct supervisor to participate in efforts that take him/her away from job duties.
**Affinity** is defined as “a sympathy marked by community of interest”. So what does that look like in our university’s culture? Johns Hopkins University has a strong commitment to diversity and the interests of many affinity groups. The Diversity Leadership Council (DLC) and the Office of Human Resources support the missions of the various committees and groups that uphold diversity initiatives through interest groups as they relate to race, gender, LGBT (Lesbian, Gay, Bisexual, Transgender), and sexuality.

**RACE**

**Black Faculty and Staff Association (BFSA)** ([http://bfsa.jhu.edu/](http://bfsa.jhu.edu/)) The mission of The Johns Hopkins Black Faculty and Staff Association is to be a visible and viable agency dedicated to promoting and enhancing identity, sense of community, professional welfare and development among Black faculty, staff and students of the Johns Hopkins University.

**GENDER**

**The Woman’s Club of Johns Hopkins University** ([http://web.jhu.edu/jhuwomansclub](http://web.jhu.edu/jhuwomansclub)) is a club for Johns Hopkins women who meet for intellectual stimulation, social, service and support activities. Members come from every school of the University and all Johns Hopkins Medicine entities. The club is open to anyone affiliated with the Johns Hopkins University AND all the Johns Hopkins Medicine entities.

**Women’s Network Steering Committee** ([http://www.jhu.edu/~wforum/](http://www.jhu.edu/~wforum/)) The Johns Hopkins Women’s Network (JH Women’s Network) is an organization established to improve the status of women, and thereby the human climate, in all divisions of the Johns Hopkins Institution. The Women’s Network identifies and takes a leadership role on issues of concern to Johns Hopkins Institution women, fosters professional development, and provides networking opportunities through educational and cultural activities. All faculty, staff, bargaining unit employees, contractors, students, alumni, retirees, and friends of the university are eligible for membership. Currently there is the Homewood Chapter, JHMI Chapter, Bayview Chapter and APL Chapter.

**Bloomberg School of Public Health Women’s Health Action Group (WHAG)** ([http://www.jhsph.edu/assembly/WHAG/](http://www.jhsph.edu/assembly/WHAG/)) The Women’s Health Action Group (WHAG) seeks to increase awareness and knowledge of women’s health issues throughout the Johns Hopkins Bloomberg School of Public Health (JHSPH) and to support activities that sustain and promote women’s health throughout the greater Baltimore area.

**Society of Women Engineers, JHU Chapter (Homewood)** ([http://www.jhu.edu/~swe/](http://www.jhu.edu/~swe/)) In the field of engineering, women still constitute only a minority of the population. It is not rare to be in an engineering class with fewer than a handful of females. The Society of Women Engineers strives to make women feel as though in a majority by bringing a sense of a community to campus life, both socially and academically. Through events and activities, SWE women work to help each other as well as foster engineering awareness in the surrounding neighborhood.

**Women of Whiting (WOW)** ([http://www.jhu.edu/wow/](http://www.jhu.edu/wow/)) The Women of Whiting (WOW) graduate women’s group was formed in 2005 with the purpose of fostering a sense of community and an environment of support among the graduate women in the Whiting School of Engineering at Johns Hopkins. We meet several times each semester both informally and formally, when we
invite female faculty and researchers to address topics which are of interest to women engineers, such as the challenges of breaking into male-dominated fields, planning for a career and family, and the opportunities that science and engineering provide for women.

School of Medicine Women’s Leadership Council (http://www.hopkinsmedicine.org/wlc/)
Our mission is to advocate for the professional development and advancement of women faculty in the School of Medicine and to educate the leadership and faculty regarding the critical issues facing women faculty.

LGBT
Diverse Sexuality and Gender Alliance (DSAGA) (http://www.jhu.edu/~dsaga/) is the LGBT student organization on the Homewood Campus of the Johns Hopkins University. This group provides service to the student body, faculty, and staff in a variety of capacities, including education, counseling, and social opportunities. Today DSAGA has a membership of over 300 individuals at the Johns Hopkins University, pulling primarily from the Homewood Campus, but with representation from the Peabody Conservatory, the Bloomberg School of Public Health, and other campuses affiliated with the University.

Gertrude Stein Society (http://www.jhsph.edu/assembly/Gertrude/) The Gertrude Stein Society is an organization for lesbian, gay and bisexual members of the Johns Hopkins Medical Institutions, including the Schools of Nursing, Public Health, and Medicine. Gertrude Stein, the well known lesbian writer and intellectual, was a medical student at Johns Hopkins near the turn of the century, and the Gertrude Stein Society seeks to maintain her legacy of active gay, lesbian, bisexual and transgender presence and involvement in the affairs of JHMI today. We are dedicated to maintaining and developing an even more accepting environment for diversity at the Johns Hopkins Medical Institutions.

Johns Hopkins East Baltimore OUT List (website TBN) Currently being developed in the Student Affairs Office at the School of Medicine, it is a list that will eventually be online and publically searchable, with faculty, staff, students, house staff and fellows who identify as LGBT and are willing to serve as mentors and/or an informal network for the LGBT community here as well as applicants to the institution. It is intended to indicate that Hopkins is a tolerant, welcoming environment.

Peabody Gay-Straight Alliance (http://www.peabody.jhu.edu/119) The Peabody Gay-Straight Alliance is a group of diverse individuals who want to make Peabody a supportive and welcoming environment for lesbian, gay, bisexual, asexual, pansexual, transgender, intersex, queer, questioning and allied students, staff and faculty members. Our mission is to create a safe environment for community members to support one another and learn about homophobia and other prejudices; to educate and raise awareness in the Peabody community about homophobia, gender identity, and sexual orientation issues; to fight discrimination, harassment, and violence against LGBT people in our community; and to provide a forum for discussion encouraging diverse viewpoints.