Diversity Roadmap

HR Town Hall
February 2016
JHU Roadmap on Diversity and Inclusion

February 2016
Diversity Roadmap and Key Messages

• The Roadmap represents a renewed university commitment to diversity and inclusion, and serves as an invitation to our community to engage in a thoughtful dialogue around these issues.

• This document is not final, and input from the broadest representation of our community is the essential ingredient to make this a roadmap for our entire community.

• Important Themes in this document:
  – Commitment to diversity. The roadmap is a renewed commitment to diversity and inclusion, and an invitation to our community to engage in a thoughtful dialogue around these issues.

  – Holistic approach to diversity. The concerns raised by the Black Student Union prompted the university to broadly examine diversity issues and initiatives across the university.

  – Organic community conversation. Our hope is to prompt a multitude of discussions across the university, whether it is online or through the divisions or student, faculty, and staff groups (such as the university-wide Diversity Leadership Council) to hold open forums and meetings on our campuses this spring.

  – Transparency and accountability. The roadmap includes a detailed timetable for our actions, to keep this effort on track and hold ourselves accountable in a transparent way.
## Diversity Roadmap: Highlighted Efforts for Staff

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<th>Category</th>
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| **Entry Level Hiring**          | • HopkinsLocal (HireLocal)  
• Summer jobs for city youth  
• Partnership with Year-Up |
| **Career Development & Mentorship** | • Research Administration Training Program (RAT Pack)  
• Diversity Mentoring Program in Finance |
| **Training and Development**    | ▪ Classroom and on-line course offerings, including:  
    ▪ Unconscious Bias  
    ▪ Discrimination and Harassment Prevention  
    ▪ New introductory course to replace CCDI which will launch later in 2016 |
| **Reforms to Employee Benefits**| • Benefits Advisory Committee  
• Marriage Benefits Task Force  
• Health and Health Services Study Committee |
| **Performance Management**      | ▪ Improvement in staff professional development and engagement through improved processes and tools in performance management |
Diversity Roadmap and Key Messages for HR

This is an important effort for the university, and it is important that we in HR support the work outlined here:

– Please read the document and become familiar with its commitments

– Encourage employees to read it as well to share their feedback either online or through various forums that will occur throughout the spring

– Share with HR leadership the programs, initiatives and projects that encourage diversity and inclusion that were not in this document, but deserve recognition

– Support new or expanded programs and initiatives, through your participation and encourage our employees to participate

– If asked to assist with the development and expansion of programs, consider the opportunity and say yes