

Embracing the Beauty of Our Diversity at JHU



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DIVERSITY MATTERS



Incoming Class Demographics

- First Generation 18%
- First Gen/Limited Income (FLI) 27%
- Public High Schools 55%
- Recruited athletes 10%
- Identify as
 - Female 58%
 - Asian 27%
 - Black 15%
 - White 19%
 - Latinx 19%
 - International 16%
- Countries represented 45
- US States represented 45
(plus DC and Puerto Rico)

Incoming Class Accomplishments



Created a mobile app that allows transgender patients undergoing gender affirming surgery to record their experiences and data points about their health and well-being with family, friends, and medical teams.



Co-founded an international network of women's empowerment chapters that funded the education of over a dozen women in Nigeria.



Developed a design for smart glasses that can transcribe speech-to-text within the frames for use by hard-of-hearing individuals.

Cultureshow



LGBTQ Life

Support

- One-on-one meetings with students.
- Mentoring program, currently serving 40 students.
- Identity-specific meetups, for 7 different identity groups
- OUTlist: 243 students, staff, faculty, and alumni.



Education

- Safe Zone Training: Over 3,000 people have attended over past 7 years.
- Collaboration with academic departments and other areas.



Advocacy

- Gender inclusive housing.
- All-gender restroom mapping.
- Trans-inclusive health benefits.
- Chosen name and pronoun recognition

Multicultural Affairs

Leadership Development

- Multicultural Leadership Council (MLC)
- Mentoring Assistance Peer Program (MAPP)
- Female Leaders of Color (FLOC)
- Men of Color Hopkins Alliance (MOCHA)
- International Students at Hopkins (ISAH)
- Umbrella Organizations (BSU, OLÉ, IAC, ISH)
- Multicultural Leadership Institute

Trainings/Content Presentations

- Students Educating and Empowering through Diversity (SEED)
- Allyship and Advocacy
- Cross Cultural/Intergroup Conversations and Dialogue
- Politics and U.S. Elections
- How to have Difficult Conversations
- Cultural Appropriation

Programming

- Digital Diversity Days
- Heritage 365
- MLK Civic Engagement
- Cultureshow/Culturefest
- Collaborative Programming Grants



Campus partners

- SLI
- Student Success Programs
- Sustainability
- BFSA
- Life Design Lab
- Alumni Associations (SOBA, HOLA)



Religious and Spiritual Life

Connecting

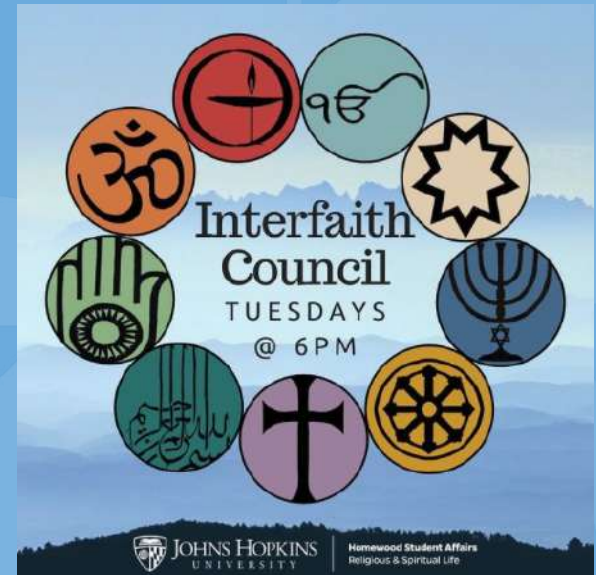
- Connect students to particular campus and community resources
- Engage students across religious and spiritual differences
- Offer referrals to campus and community resources

Confidential Spiritual Care

- Provide 1:1 confidential spiritual care to students, staff and faculty across the institution
- Provide support and leadership in times of distress & crisis

Collaboration & Community

- Advise and support students and faculty re: competing religious and academic commitments
- Collaborate with campus and community partners on student leadership development and programs
- Engage students in community service & justice projects
- Build and maintain relationships with off-campus partners
- Provide leadership in national professional organizations



Women and Gender Resources

Signature Events

- Women's Leadership Symposium
- Voices of Color: Women of Color at Hopkins Symposium
- Focus on women, leadership development and resources including mentoring, networking, connections with alumni.

Advising

- WGR Advisory Board. Leaders of 20 student orgs who center women/gender in their mission

Trainings

- Salary Negotiation for women

The Masculinity Project:

- Addressing the impact that traditional masculinity norms have on race/culture, mental health, hesitancy to ask for help, loneliness and lack of close community and influence on all genders.





Questions?

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