Embracing the Beauty of Our Diversity at JHU

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Incoming Class Demographics

- First Generation 18%
- First Gen/Limited Income (FLI) 27%
- Public High Schools 55%
- Recruited athletes 10%
- Countries represented 45
- US States represented 45 (plus DC and Puerto Rico)

- Identify as
  - Female 58%
  - Asian 27%
  - Black 15%
  - White 19%
  - Latinx 19%
  - International 16%
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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