SON Diversity and Inclusion Plan Overview
2015-2016

Introduction

The Johns Hopkins School of Nursing (JHSON) Diversity plan is grounded in the core values of the JHSON; Integrity, Respect, Excellence, Accountability and Diversity. These values flourish in an environment of profound respect for each individual and a sense of solidarity with the individuals, families and communities of diverse backgrounds and experiences for whom we care and work with. This commitment is shared not only by the JHSON community members who are nurses but by all members of the JHSON Community, as the commitment of all its members is required to achieve the mission of improving the health of individuals and diverse communities locally and globally through leadership and excellence in nursing education, research, practice, and service.

This plan should be viewed as a living and evolving document and has been developed following extensive consultation and review of historical documents. Designed to be solution oriented and outcome focused, it provides a general framework for tracking efforts, accountability, and achievement. In addition, its goals and objectives are drawn from a variety of sources: the JHSON Diversity Committee’s fall 2015 Report, which surveyed faculty, staff and students; discussions with external consultants; JHU/SON leadership meetings; JHU forums; JHU/JHH initiatives; and discussions with community groups and key SON stakeholders (National Advisory Board, alumni, donors, and peer colleagues).

The plan, which focuses on a series of activities over the next 12 months (divided into three manageable, four month periods), addresses the following key areas: Building Community; Faculty/Staff Development; Structure/Process Improvements; and Teaching/Program Enhancements. Each period lists goals and objectives, budget (if applicable), status, and assignment area, as well as a comments section. It is anticipated that the comments section will grow substantially as the plan progresses and will eventually be a separate file for better tracking and documentation. Each goal is expected to be achieved within the time frame it resides in unless otherwise noted. Specific dates are given if they are known and helpful to the tracking process.

It is also expected that as each four month period closes, a new four month period will be added, thus making for a continually developing and moving plan, covering twelve months at all times. In addition, the plan will grow more robust daily as more discussions and consultations take place with stakeholders.

Stewardship and Reporting Structure

While this plan will be owned by the entire SON community, it will reside in the school’s Human Resources office. The HR Office will be responsible for moving the plan forward, with the assistance of a Dean Implementation Task Force which will convene monthly for a
six month period. During that time, the Task Force will review future and ongoing governance regarding diversity and inclusion at SON. For example, the Task Force will address the governance and organizational structure of the current Diversity Committee and advise how it could best be aligned with the school’s diversity and inclusion plan.

The Implementation Task Force will be comprised of (1) representative from the following key areas: Faculty Assembly, Dean’s Administrative Leadership Team (ALT), Academic Affairs, Diversity Committee, Staff Committee, SON HR, and Alumni Relations and Student Affairs. Each group will choose their own representative who will serve for the six month period.

In addition, two student representatives will sit on the Task Force, with elections to be arranged by Enrollment Management and Student Affairs. Eloiza Domingo-Snyder, JHM/JHHS Office of Diversity, Inclusion and Cultural Competency will serve as the external member of the Task Force.

The Dean’s Office will staff the Task Force and be responsible for preparing any reports or communications.

The Task Force will meet once a month to monitor the progress towards the goals laid out in the plan, discuss challenges and opportunities, and make adjustments as necessary. The Task Force will report out to the school monthly, but not be limited to this schedule should important information need to be communicated. During its six month tenure, the Task Force will also review additional options for in-person reporting/dialogue such as open forums or town hall meetings.

**Language and Legend**

Abbreviations for the point areas referred in the plan are as follows:

AA = Academic Affairs  
D = Dean’s Office  
DAR = Development and Alumni Relations  
DC = Diversity Committee  
EC = External Consultant  
EM = Enrollment Management  
FA = Finance and Administration  
HR = Human Resources  
IT = Information Technology  
LISA = Learning Innovations & Strategic Alliances  
MarCom = Marketing and Communications  
SA = Student Affairs  
SP = Special Events  
TF = Task Force