

**Johns Hopkins Institutions (JHI)  
Diversity Leadership Council Retreat  
August 19, 2009  
12:00 PM – 5:00 PM  
Mt. Washington Conference Center  
Mt. Washington Campus**

**Retreat Highlights**

**In Attendance:** Ivan Adames, Shabina Bahl, Lorie Benning, Gwendolyn Boyd, James Calvin, Sheila Fitzgerald, Patrese Frazier, Brian Gibbs, Ray Gillian, Marco Grados, Nakita Green, Marian Hahn, Janet Harding, Alan James, Caroline Laguerre-Brown, Abby Lattes, Rachel Lee, Ashley Llorens, Khadijah Mitchell, Luis Monson, Beatriz Munoz, Pamela Paulk, Andrew Pekosz, Scott Purnell-Saunders, Steven Ragsdale, Laurice Royal, Delora Sanchez, Stephanie Shiau, David Thomas, Stephanie Webb, James West, Cheri Wilson and Cynthia York. Also attending the retreat as facilitator was Jackie Johnson of Jackie Johnson & Associates.

**I. Welcome and Remarks – Gwen Boyd**

Gwen opened the retreat by asking members to introduce themselves and identify the entity within Johns Hopkins that they represented. She then provided a general overview of the Council (its mission, past accomplishments and future goals). She then introduced the facilitator, Jackie Johnson.

**II. Facilitator – Jackie Johnson**

**Icebreaker** - Jackie opened the retreat by providing a reading about Archbishop Desmond Tutu. She then asked that each member share with their small group, a particular experience that they remembered regarding prejudice. At the conclusion of this exercise, one person from each group shared that experience with the whole Council.

Council members were then asked to write questions that expressed their concerns regarding diversity and inclusion (see attached FAQ's).

**Exercise I** – Groups were given twenty minutes to brainstorm and present ideas on how to advance diversity and inclusion within JHI (see Responses from Groups on Diversity Issues). Each person was given 5 colored dots to identify the idea(s) that they felt were of most important.

**Exercise II** – A list of “Action Committees” was extracted from the small group committee listings (see 2009-10 DLC Action Committees).

Council members decided that monthly meetings would be held on Wednesdays (preferably the 3<sup>rd</sup> Wednesday each month). The next scheduled meeting of the Council was scheduled for September 23<sup>rd</sup>. The Retreat was adjourned.