Dear Johns Hopkins Families,

I hope you are enjoying the emerging spring!

On February 26th, we released the Johns Hopkins Roadmap on Diversity and Inclusion, a renewed declaration of JHU's commitment to creating an environment that ensures the full participation of students, faculty, and staff - inclusive of race, gender, religion, sexual orientation, socio-economic status, and political viewpoint - and an invitation to our community to engage in robust dialogue on the issues surrounding the achievement of this goal. Our university's efforts to promote diversity and inclusion stem from our conviction that, as President Daniels states, “diversity of thought, people, and experiences is central to the excellence of our work, and to our education, research, and service missions.” This Diversity Roadmap outlines not only our current efforts to advance this priority but also our future commitments - from broadening collaborations to ensure our programs are serving the various needs and multidimensional identities of our students, to enhancing our cultural competency training to address fundamental issues of racial diversity and inclusion, to the implementation of a faculty diversity initiative to support the recruitment and hiring of diverse faculty across the university, and much more. I encourage you to take a closer look at the Roadmap and the work we are doing.

In this edition of the Parent and Family Newsletter, Terry Martinez, Associate Vice Provost/Dean of Student Life, will discuss the importance of these efforts in preparing informed and compassionate global citizens.

As always, thank you for your involvement and support!

Sincerely,
Kevin G. Shollenberger
Vice Provost for Student Affairs

We send our children off to college in the hope that they grow intellectually, emotionally, and spiritually over the course of their college years. In those magical four years, they are expected to cross the chasm between adolescence into young adulthood. In that time we hope that our financial and emotional investment in them yields individuals who are “ready for the world.” To me this means we have provided opportunities for our students to become individuals who can think critically, reason wisely, and act humanely, not only as they enter their chosen fields, but also as they become productive citizens of the world, make meaning in their lives, and find their sense of place.

The National Association of Colleges and Employers (NACE) has surveyed hiring managers and found that among the ten skills most wanted in the class of 2015 graduates were the abilities to work in a team structure, communicate verbally with people inside and outside the organization, and obtain and process information. As we prepare them for today’s workplace, we must ensure that all of our students are ready - and we, too, must realize that something is changing in the workplace. In his compelling book Diversity Explosion - How New Racial Demographics are Remaking America, William Frey, senior fellow in the Brookings Institute and regarded demographer whose expertise focuses on race, political demographics, and the U.S. census, describes an America shifting from one with a racial majority to one with none: one that is more multiracial and diverse than ever. It is a hopeful look at how we can capitalize on the vitality and innovation of this new generation.

This also means that our campuses are changing and we must address those changes. Students from diverse backgrounds arrive on campus, many living away from home for the first time, and are met with other ethnic groups with whom they may be unfamiliar. A cursory review of the national conversation occurring on campuses illustrates racial justice protests unfolding across America’s campuses, calling sorely needed attention to widespread problems.
that have been plaguing university students for too long. A 2012 study conducted by the Higher Education Research Institute at UCLA found that minority students at less diverse institutions experience more incidents of stereotyping and discrimination than at those whose populations are more diverse. According to Sylvia Hurtado, one of the key authors of the study, “If one of the key purposes of higher education is to prepare students for engagement in a diverse democracy, educators and policymakers must understand the conditions under which students’ academic and civic learning can be facilitated or hindered.” The actions outlined in our Roadmap on Diversity and Inclusion reflect our commitment to facilitate this preparation.

Johns Hopkins University has not been left out of this conversation. It too must face the reality of a history that can no longer be ignored. In his community message on November 13th of last year, President Ron Daniels acknowledged our need to strengthen the climate and culture of our campus and of the importance of having a diversity of individuals and thought. Our community must continue to grapple with these issues in a way that enables all voices to be heard, varied experiences acknowledged, and where we all feel not only welcomed, but valued. When we have worked together to achieve this, then we will have truly prepared our students for the world.

Sincerely,
Terry Martinez
Associate Vice Provost/Dean of Student Life

Diversity and Inclusion Resources

Office of Multicultural Affairs (OMA)
The Office of Multicultural Affairs (OMA) promotes and provides educational opportunities open to all students on issues of diversity and works closely with underrepresented racial minority students such as Men of Color at Hopkins Alliance (MOCHA) and Female Leads of Color (FLOC).

LGBTQ Life at JHU
LGBTQ Life at JHU provides a central home for information about gender identity and sexual orientation across the Hopkins community. LGBTQ Life at JHU provides interpersonal support, educational events, and resources, working to make the campus climate safer and more inclusive.

Gender Equity
This past fall, we launched the Office of Gender Equity to develop new strategies and programs to further the cause of equal treatment and equal allocation of resources and benefits for people of all genders. This work deals with topics such as sexual health, feminism, leadership and professional development, and improving the overall campus climate surrounding gender.

Campus Ministries
Campus Ministries supports religious groups representing a wide range of faiths and works to build cooperation among them, by providing regular activities and services; maintaining a specialized library and other dedicated community spaces in the Interfaith Center; leading community service projects, study breaks, and social events; administering the student-led Interfaith Council; and providing resources to individuals and the student groups within its purview.

Important News and Information
The College Parents Matter website is a great resource for tips, suggestions, scripts for specific occasions including Spring Break, and other input from experts that can help you communicate with your student about excessive drinking. We encourage you and your student to have these important conversations.

Parents and families, you told us you wanted more student-focused housing close to campus for our upperclass students and we listened! Doors open for Nine East 33rd this fall (2016) and spaces are currently available. In addition to 560 beds, the facility will include retail chosen to benefit both JHU students and the Charles Village community. We are thrilled to share that not only will there be a CVS but also Artifact Coffee and Honeygrow Restaurant. Interested students may contact Randi Kaltrider, director of operations for Capstone Management at 443-750-1107, or by visiting their website.

Dates & Events

**Spring Vacation:** Saturday, March 12th - Sunday, March 20th
Students living in 9 month contract areas who need to stay for Spring break must notify JHU Housing and Dining of their plans by filling out this form by the Friday, March 11th at 12 noon. They may remain in their rooms during this break. Dining services will not be available and monitored common areas will be closed as well. Students staying over Spring Break will have access to their residence hall and its facilities only (will have to be signed in as guest to other residence halls).

**Registration for Fall Term:**
Rising and Continuing Seniors: Monday, April 4th (7am)
Rising and Continuing Juniors: Wednesday, April 6th (7am)
Rising and Continuing Sophomores: Friday, April 8th (7am)

**President’s Day of Service:** April 2nd
If they haven't already, encourage your students to register for this opportunity to participate in volunteer service projects throughout Baltimore with 1000+ JHU students, faculty, and staff!

**SOHOP:** April 6th - 7th and 13th - 14th
Encourage your students to volunteer to host admitted students and show them what they love about JHU!

**Spring Fair:** Thursday - Sunday, April 14th - 17th

**Last day for course withdrawal/to change to S/U option:** Friday, April 15th

**Last day of classes:** Friday, April 29th

**Reading Period:** Saturday, April 30th - Tuesday, May 3rd

**Final Exam Period:** Wednesday, May 4th - Thursday, May 12th

**Residence Halls Close for All Students:** Friday, May 13th (12pm)

**University Commencement:** Wednesday, May 18th (4pm)

Parent Resources

The JHU Parents Programs Office is your one stop resource as Homewood parents to stay informed, be engaged and supportive, and enjoy a sense of Hopkins community.

- **Visit the Parents Programs Website:** Check often for information on upcoming news and events, revisiting recent parent publications, and exploring options for engagement through volunteer opportunities. The Parents Programs Office is here to serve you—get to know us!
- **The Hopkins Parents Fund:** All gifts make a difference! Support our mission to enhance the Homewood Student Experience by making a gift to support your student.
- **The Parents Internship Network**: Make an impact on a Hopkins student’s future! Find out more about how you can provide a valuable internship opportunity to a qualified Hopkins student through your business or employer.

- **Join the closed Hopkins Parents Facebook Group**: This cyber community of 2,600+ Hopkins parents provides an arena for exchanging helpful information, sharing Hopkins pride and enjoying supportive advice.