

WHITING SCHOOL OF ENGINEERING
Office of Diversity and Inclusion
Annual Report 2022



JOHNS HOPKINS
WHITING SCHOOL
of ENGINEERING



Office of Diversity and Inclusion Mission

The Whiting School of Engineering (WSE) Office of Diversity and Inclusion serves as a central hub for diversity, equity, and inclusion programs, initiatives, resources, and engagement. Our mission is to create an inclusive culture that attracts diverse talent, while providing opportunities for all members of our community to succeed. Integral to our work is examining and disrupting patterns or systems that reproduce inequity and implementing evidence-based practices that affect change. We provide thought leadership on critical diversity issues to increase awareness of barriers and challenges that impact experience and outcomes for underrepresented groups in STEM. People, climate, and community are core to our mission and operations. As such, our diversity, equity and inclusion efforts are centered around four objectives:

- **Inspire Belonging**—foster an inclusive intellectual climate where all identities are affirmed and valued
- **Empower Potential**—equip individuals of exceptional promise to become scholars, leaders, and innovators by providing opportunities for development and engagement
- **Continuous Improvement**—regular assessment and evaluation to create accountability for diversity progress
- **Create Community**—develop authentic spaces for connection to learn from others and leverage the benefits of diversity

Message from the Assistant Dean of Diversity and Inclusion

This past year was one of growth and impact for the WSE Office of Diversity and Inclusion. We welcomed Stacey Marks as our inaugural diversity program manager who has contributed greatly to the expansion of recruitment and retention initiatives. We increased outreach and partnerships with HBCUs and MSIs and, as a result, doubled our recruitment of VTSI and Percy Pierre Fellows.

We were awarded a 3.1 million NSF AGEP Alliance grant in collaboration with Carnegie Mellon and New York University to develop a model that promotes equitable advancement of early career engineering faculty from underrepresented groups. The grant has enabled a rigorous external assessment of our policies and practices, while expanding the mentorship networks of our early career faculty. The highlight of this year was undoubtedly the inaugural Black Excellence Conference we hosted in collaboration with PHutures. We are grateful for those who collaborate and engage with us, and we look forward to another year of impact.



Our Team



Darlene F. Saporu, PhD

Assistant Dean for Diversity and Inclusion

Darlene provides strategic vision and programmatic leadership on equity, diversity, and inclusion. She has spearheaded numerous initiatives at Hopkins aimed at improving the school climate, recruiting, and retaining students and faculty from underrepresented groups, building partnerships with HBCUs and other peer institutions, and addressing concerns and providing support and mentoring to students and faculty on a wide range of issues.

Stacey Marks, MS

Diversity Program Manager

In 2022, Stacey was hired into this newly created position. She brings more than 20 years' experience in graduate student recruitment and provides staff diversity and inclusion recommendations to institutional leadership. Stacey will continue to expand recruitment programs and partnerships and implement community building and professional development to support the success and retention of historically underrepresented graduate students. Additionally, she will manage initiatives that promote diversity, equity, and drive a culture of inclusive excellence.



Alexis Peña, PhD

Office of Diversity Graduate Fellow

As a graduate fellow in the Office of Diversity, Alexis supports strategic planning to improve diversity recruitment and retention. Alexis specializes in providing peer review assessments, data visualization, and graphics to identify university trends in faculty hiring and graduate student recruitment.



As a Passport to Future Technology leadership coordinator, Alexis leads the execution and implementation of a multi-year mentorship program aimed to enhance skills and career exploration for underrepresented doctoral students through professional development, industry panels, networking, and personalized mentorship. In 2023, Alexis completed her PhD in biomedical engineering at Johns Hopkins. She is currently also serving as a research postdoctoral fellow in the Johns Hopkins University School of Medicine, Department of Biomedical Engineering, Translational Tissue Engineering Center (TTEC).

Major Revenue and Scholarships

\$3.1 Million

NATIONAL SCIENCE FOUNDATION GRANT

VIVIAN THOMAS SCHOLAR INITIATIVE

2

ENGINEERING SCHOLARS APPOINTED
FALL ADMISSIONS 2022

5

ENGINEERING SCHOLARS APPOINTED
FALL ADMISSIONS 2023

PERCY PIERRE DOCTORAL FELLOWSHIPS

3

FELLOWS APPOINTED FALL ADMISSIONS 2022

6

FELLOWS APPOINTED FALL ADMISSIONS 2023

Strategic Plan

Data Gathering for DEI

The Strategic Planning Process

This report is the result of 12 months of data collection and analysis, consultation with stakeholders, focus groups, and task force deliberations/meetings.

SUMMER OF 2022	SEPTEMBER 2022	OCTOBER 2022
<p>Meetings with WSE leadership to define the scope, charge, and composition of the DEI task force. This was followed by a series of discussions about diversity challenges and opportunities (ideation sessions) with diversity champions and department heads</p>	<p>Conducted internal SWOT analysis with support from the Office of Strategy Management. Engaged project management expert to help map/outline the process and timeline for completing the strategic plan</p>	<p>Began collecting trend data with the support of WSE Institutional Research on faculty and graduate student demographics, graduate recruitment, admissions, retention, and faculty hiring. At the same time, the University Climate Study working group was launched to develop a climate survey instrument for the whole university.</p>

MAY/JUNE 2023	MARCH/APRIL 2023
<p>First full draft of WSE strategic plan developed, focusing on three goals:</p> <ol style="list-style-type: none"> 1. Improve assessment and accountability for diversity and inclusion progress 2. Increase awareness and application of inclusive practices/behaviors in leadership, mentorship, and teaching 3. Expand effective practices to increase recruitment and retention of URG faculty and students 	<p>After administering the WSE needs assessment, a focus group was held to collect additional data and substantiate findings. Data from the needs assessment and focus group data were analyzed for patterns and themes. A universitywide climate survey was deployed to assess perceptions of climate/inclusion and develop baseline measures of climate. (46% response rate for the climate survey in WSE). See the details below.</p>

FOCUS GROUPS OUTCOMES

As a follow up to the needs assessment, we conducted a focus group with first- and second-year PhD students.

COMMUNITY AND PEERS ENGAGEMENT

- Provide more welcoming and inclusive environments (labs and classrooms)
- Implement peer to peer mentoring
- Provide community-building opportunities for domestic and international students

FACULTY AND DEPARTMENTS

- Encourage departments to provide adequate orientations for new students
- Recommend guidelines for faculty to engage in periodic student well-being decisions
- Improve faculty diversity to establish representation for PhD recruitment and retention

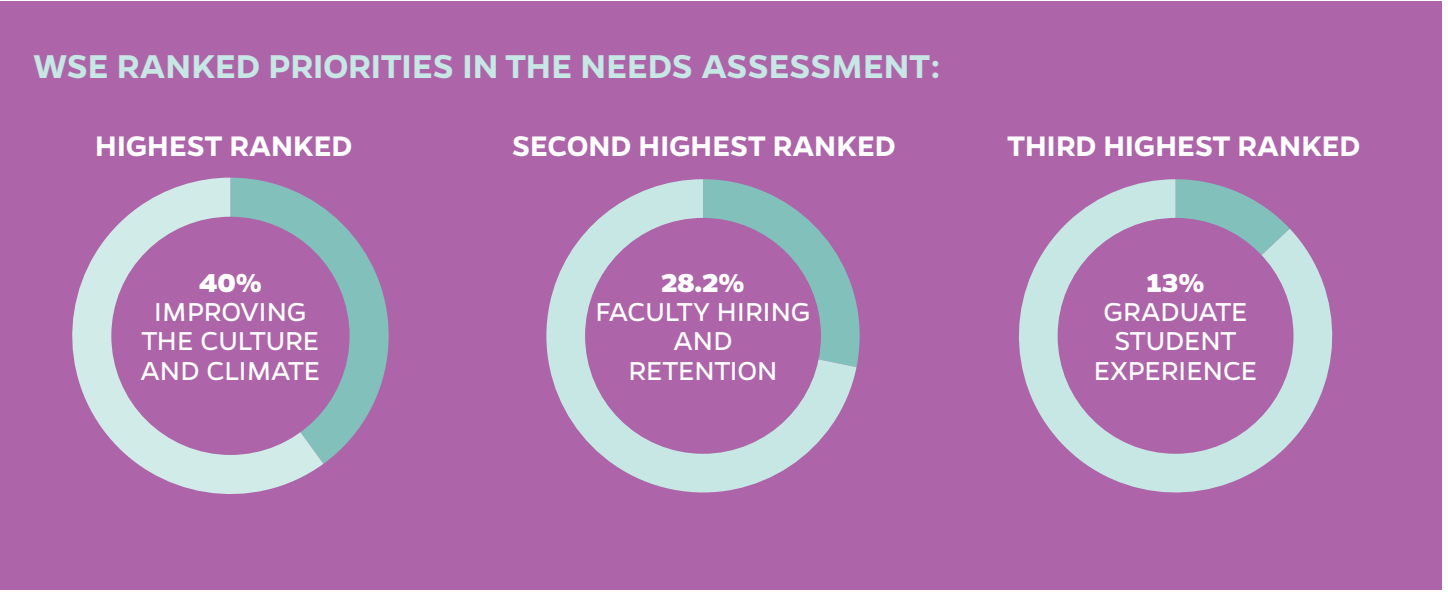
NOVEMBER 2022	DECEMBER 2022	JANUARY 2023
<p>Began seeking external DEI consultant with higher education expertise to support the goal identification, self study, data analysis, and writing of the strategic plan</p>	<p>DEI task force members asked to serve. Identified and hired external DEI consultant Ebony Terrell Shockley (University of Maryland)</p>	<p>First meeting of the DEI task force focused on goal identification and data-informed decision making. Data provided by WSE Office of Institutional Research was reviewed and analyzed by the DEI task force to identify areas of progress or areas for improvement.</p>

FEBRUARY 2023

Developed a needs assessment survey to gather input on DEI priorities from WSE stakeholders. The DEI task force and DEI consultant reviewed the survey, and it was revised before deployment to a sample of students, faculty, and staff. See the details below.

60 RESPONSES

05 EXECUTIVE LEADERSHIP	18 GRADUATE STUDENTS
18 FACULTY	19 STAFF



Community and Engagement



Photos from 2022 Black Excellence Conference, 2022 ODI Welcome BBQ, PFTL, and various Explore Hopkins events.





Outreach and Recruitment

Conferences Attended

10

CONFERENCES

381

STUDENT
PROSPECTS
ENGAGED

61

APPLICANTS
YIELDED

***16%**

PERCENT OF ELIGIBLE
PROSPECTS THAT
APPLIED
(*SENIORS/POSTBAC)



Meet the Recruiter

Hosted by ODI partner,
Assistant Director of Admission
Ayana Teal

Discovery Series

There were four discovery events hosted by Assistant Director of Admissions Ayana Teal. The discovery events are designed to broaden engagement and provide the audience with an overview of various topics such as funding opportunities, life in Baltimore, success tips, and diversity and inclusion. Darlene and Stacey co-sponsored the diversity and inclusion event on December 7 and presented the mission of the office including the support provided to doctoral students.

2

WEBINARS

3

OPEN HOUSES

4

DISCOVERY
EVENTS

1,405

ENGAGED PROSPECTS

HBCU and MSI Engagement

Specialized outreach includes campus meetings with faculty and staff with small-group presentations and engagement with students.

Howard University

Morehouse College

Morgan State University

Spelman College

University of Maryland Baltimore County

Xavier University of Louisiana



6

INSTITUTIONS

148

ENGAGED
PARTICIPANTS

- **Diversity Talk:** Diversity in Higher Education: hosted by the XULA SGA Presidential Cabinet on Diversity and Inclusion
- Promoting **Summer Research Programs** and **Explore Hopkins**
- Presented to **16 students**
- **1 participant** admitted to Summer Research Program 2023

Recruitment Services

- Work in collaboration with Marketing and Communication to attend recruitment events at minority serving institutions and HBCUs
- Invite faculty to showcase research during student campus visit days
- Visit external university departments for targeted student recruitment in specific research areas
- Provide mailing lists to identify external students in supported research programs
- Market internal department recruitment events

Explore Hopkins

HOSTED OCTOBER 13 TO OCTOBER 15



Established in 2016, Explore Hopkins (EHOP) is designed to provide students from diverse backgrounds with an intimate opportunity to learn more about engineering doctoral programs. 2022 marks the first year of the Explore Hopkins event specific to the engineering degrees. The three-day agenda kicked off with a networking dinner with Engineering faculty and leadership, followed by panel discussions with current students.

2022 EHOP Cohort

REPRESENTING 27 INSTITUTIONS ACROSS THE NATION

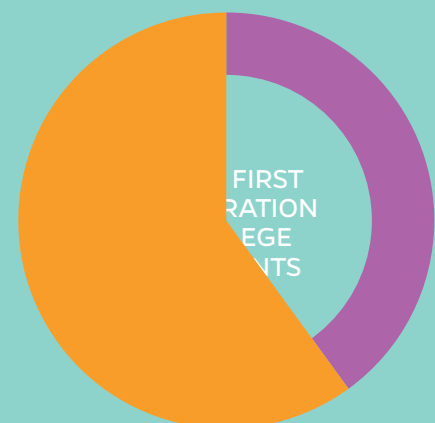
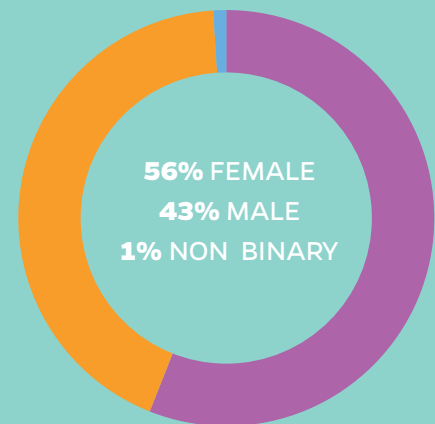
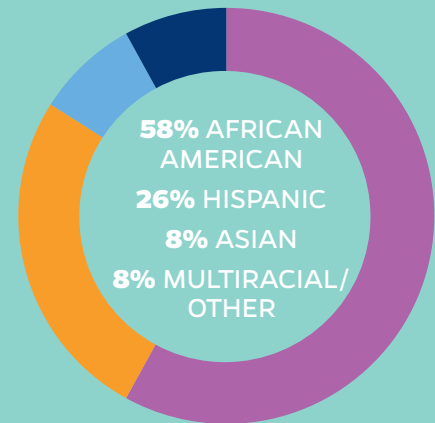
49% HBCU, HSI, AND MSI

26% PUBLIC INSTITUTIONS

10% IVY LEAGUE SCHOOLS

15% PRIVATE/SELECTIVE INSTITUTIONS

Participant Profile



3.71

OVERALL GPA



EHOP 2022 Cohort Admissions Outcomes

26

POSSIBLE SENIOR, POSTBAC, MASTERS EHOP ATTENDEES

61%

SENIORS, POSTBAC, AND MASTERS WHO SUBMITTED APPLICATIONS

56%

ADMITTED



Alumni Highlight

Adrian Johnston

EHOP was my first Hopkins experience; what could mean more than that? I met the people who would change my trajectory: Dr. Saporu, Dr. Gray, Dr. Ramesh, and others. Dr. Ramesh's unplanned lab tour literally made me say to myself, "Wow, serious work is being done at Hopkins." If it wasn't for Dr. Saporu and Dr. Gray, I wouldn't have known to talk to Dr. Cui about summer research in his drug delivery lab. And that's not the end of it. If it wasn't for Dr. Saporu and Dr. Cui who set up a meeting with Dr. Denis Wirtz, I can't tell you where I'd be right now. I'm in Denis' lab wrapping up my PhD; with Denis, I co-founded a cell therapy company called Meresin in April; and I worked with JHTV to secure funding for the company. My life is a dream, and it all started with EHOP and the amazing people I met there who are mentors and family to this day.

Students Rate The EHOP Experience

76% OF THE PARTICIPANTS COMPLETED THE ONLINE EVALUATION

93% VERY LIKELY OR LIKELY TO APPLY TO ENGINEERING

47% FELT THE BEST COMPONENT WAS NETWORKING WITH OTHER STUDENTS AND FACULTY AND TIME SPENT HAVING A FORMAL DINNER

94% JOINED A GROUPME TO HELP STAY IN TOUCH WITH ONE ANOTHER





2022 EHOP Recruitment Strategies

Staff established contact with more than 70 program directors and faculty from HBCU, MSI, and HSI institutions with special emphasis on programs such as the Louis Stokes Alliances for Minority Participation (LSAMP). This approach to EHOP recruitment successfully yielded an increased applicant pool. Applicants (44%) stated that they received an email from their school or a faculty mentor encouraging them to apply.

The assistant director of Marketing and Communications enhanced the database of prospective students to ensure that efforts would reach the engineering audience. The outreach consisted of contacts from previous recruitment fairs, the National Name Exchange,

and the McNair Scholars directory. With that, staff designed an EHOP communication campaign complete with personalized messages and interval communications to continue to encourage eligible participants to apply. Outreach included website updates, social media posts on Twitter, LinkedIn, and Instagram.

To increase engagement, ODI hosted two Zoom meetings with admitted EHOP participants. Between the two sessions, 30 participants attended to learn more about attending EHOP and were able to begin to network with one another.

Applicant Pool: 2019 KSAS & WSE vs. 2022 WSE*

In-person numbers

72^{*}
2019 TOTAL

19
INTERESTED IN
ENGINEERING

68
2022 TOTAL

40[†]
ADMITTED

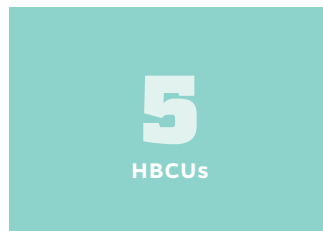


*In 2019, Explore Hopkins was integrated with Arts and Science and Engineering degree prospects.
 †39 attended—one canceled travel reservation due to school commitment



Targeted Partnerships

ODI works closely with HBCUs, minority serving institutions, and targeted partner institutions to provide opportunities for faculty, students, and staff to learn more about engineering degree programs. Prospective students range from freshmen (early engaged) to seniors/postbac.



Early Engaged Prospects Highlight

UMBC and Penn Millennium Scholars Visits

The **Penn State Millennium Scholars** included freshman interested in learning more about engineering graduate programs. Visiting Hopkins is an annual component in the Millennium Bridge Program that provides exposure to research, possible summer research positions, and exploring life as a graduate student.

UMBC McNair Scholars While attending a conference at UMBC, McNair Scholars from across the nation were invited to visit Hopkins Engineering to learn more about graduate programs.



Second Look 2023

Accepted Applicant Weekend

Our accepted applicants' weekend is designed to give students a more extensive and personal look at what Hopkins Engineering has to offer. Activities included a **reception, dinner, and mixer** with Hopkins graduate program alumni and dedicated time with program faculty. Throughout this event, admitted students were invited to meet current and prospective doctoral students from programs across the university. This event also provided a tour of Baltimore City neighborhoods.



Second Look Stats



Systemic Change

The Office of Diversity and Inclusion received **3.1 million dollars** in grant funds from the NSF's Alliances for Graduate Education and the Professoriate (AGEP) program.

AGEP contributes to the NSF's objective to foster the growth of a more capable and diverse research workforce. The NSF AGEP grant supports institutional change models to include training, mentorship, and recruiting and retaining faculty who are from under-represented groups including African Americans, Hispanic Americans, American Indians, Alaska Natives, Native Hawaiians, and Native Pacific Islanders.

In 2022, Johns Hopkins University, Carnegie Mellon University, and New York University launched this collaborative grant titled Project ELEVATE (Equity-focused Launch to Empower and Value AGEP Faculty to Thrive in Engineering). The goal of Project ELEVATE is to develop an infrastructure that promotes equitable advancement at JHU, CMU, and NYU for tenure-stream engineering faculty from AGEP populations as they transition from assistant to associate professors.

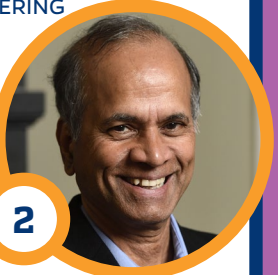
Faculty Mentors

Johns Hopkins University

1. PAULETTE CLANCY
DEPARTMENT OF
CHEMICAL AND
BIOMOLECULAR
ENGINEERING



2. RAMA CHELLAPPA
DEPARTMENT OF
BIOMEDICAL ENGINEERING
DEPARTMENT OF
ELECTRICAL
AND COMPUTER
ENGINEERING



3. LOUIS WHITCOMB
DEPARTMENT OF
MECHANICAL
ENGINEERING



New York University

CLAUDIO SILVA
JULIANA FREIRE
MAURIZIO PORFIRI
ANDRE TAYLOR

Carnegie Mellon University

RYAN SULLIVAN
DOUGLAS WEBER
KEITH COOK
JONATHAN MALEN
JARED COHON
ANNE ROBINSON



Project ELEVATE

ALLIANCE FOR GRADUATE EDUCATION AND THE PROFESSORIATE

Goal of the Grant

Project ELEVATE's framework interventions will focus on three major areas: 1) equity-focused institutional change designed to make structural changes that support the advancement of AGEP faculty, 2) identity affirming mentorship that acknowledges and provides professional support to AGEP faculty holistically, recognizing all parts of their identity, and 3) inclusive professional development that equips all engineering faculty and institutional leaders with skills to implement inclusive practices. The Project

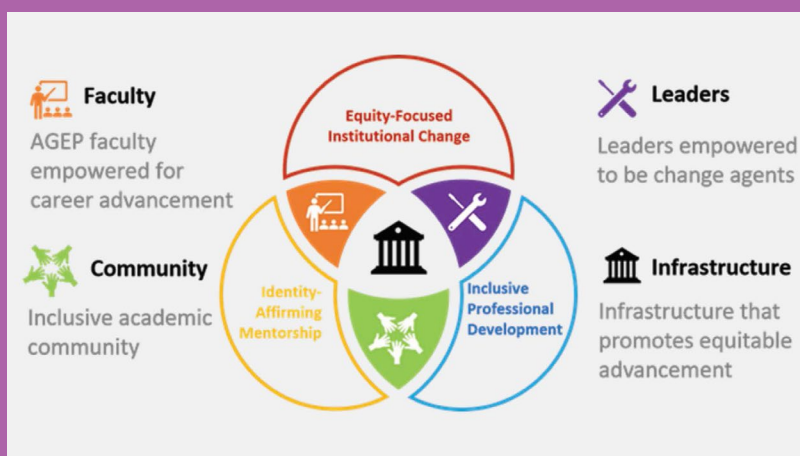
ELEVATE kickoff virtual launch was held Friday, Jan. 20 with 25 attendees. Participants included the Project ELEVATE faculty, institutional faculty mentors, and the AGEP Project team members. Guest speakers included academic engineering leaders who provided career guidance and insight on overcoming barriers.

Academic guest speakers included:

- C. Fred Higgs, III, Vice Provost for Academic Affairs, Director, Rice Center for Engineering Leadership, Rice University
- Theresa Maldonado, Vice President, Office of Research and Innovation, University of California

Other activities included team building with participating faculty from all institutions. Faculty participants were asked to share challenges and identify their needs to support their professional success.

An inaugural Project ELEVATE two-day retreat will be held in June of 2023 in Baltimore, Maryland.



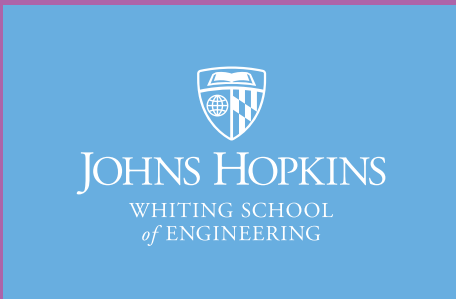
WSE Project Team

Principle Investigator
Andrew Douglas
Executive Vice Dean
and Emeritus Professor

Co-Principle Investigator
Darlene Saporu
Assistant Dean for
Diversity and Inclusion

Project Coordinator
Stacey Marks
Diversity Program Manager

Senior Personnel
Adler Archer
Inaugural Director of the
Office of Strategy Management



Project Elevate Faculty

4

BLACK/AFRICAN AMERICAN
WOMEN

6

BLACK/AFRICAN AMERICAN
MEN

Project Elevate Affiliate Faculty

1

BLACK/AFRICAN AMERICAN
MAN

2

LATINX
MEN

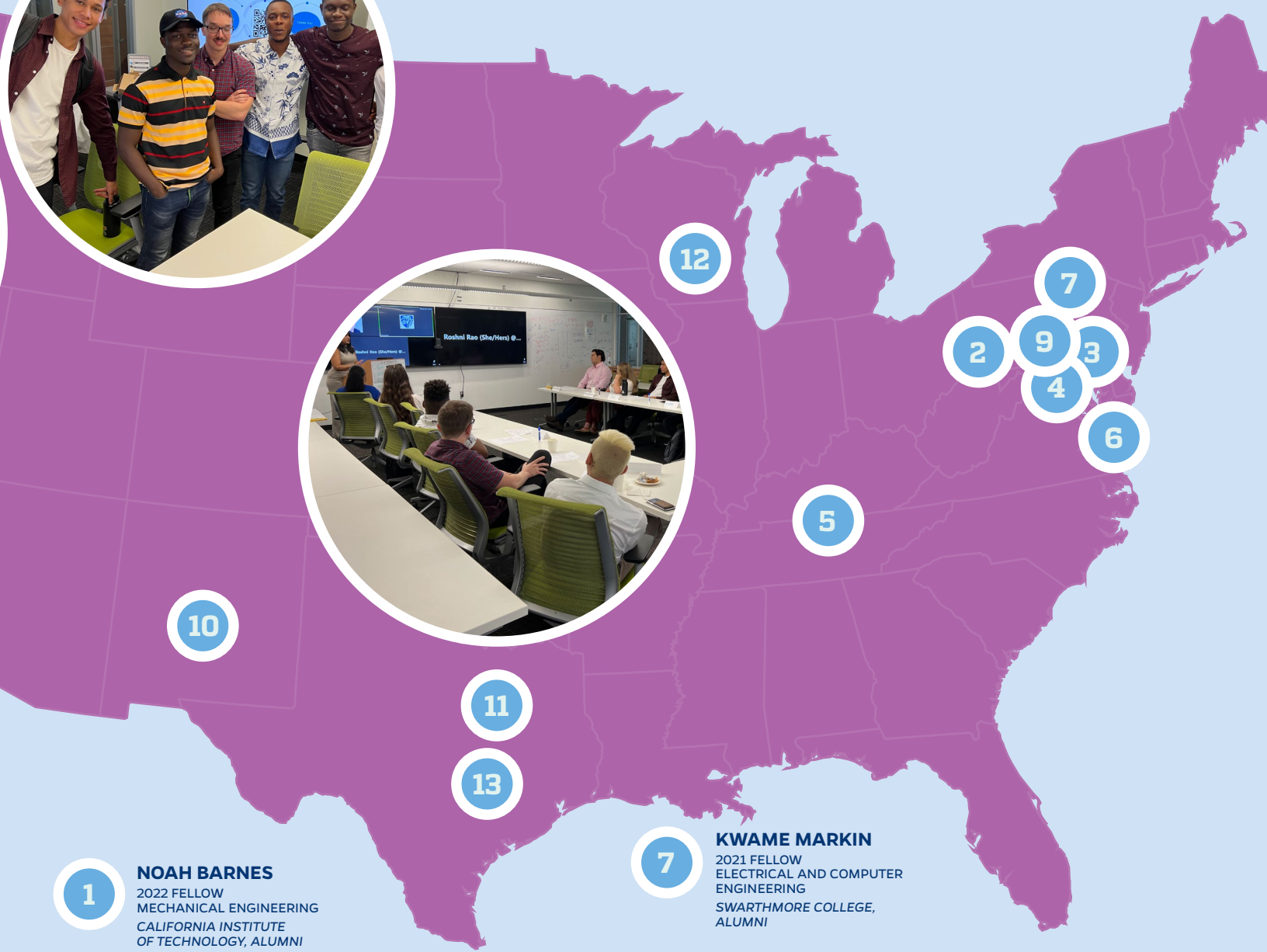
2

LATINX
WOMEN

Building Community

Meet the Percy Pierre Fellows and WSE Deans Scholars





1 **NOAH BARNES**
2022 FELLOW
MECHANICAL ENGINEERING
CALIFORNIA INSTITUTE
OF TECHNOLOGY, ALUMNI

2 **SAVANNAH HAYS**
2022 FELLOW
ELECTRICAL AND
COMPUTER ENGINEERING
WEST VIRGINIA UNIVERSITY
MORGANTOWN, ALUMNI

3 **LAURA MCDANIEL**
2022 FELLOW
ELECTRICAL AND
COMPUTER ENGINEERING
MORGAN STATE UNIVERSITY,
ALUMNI

4 **CHRIS ACHA**
2022 SCHOLAR
CHEMICAL AND
BIOMOLECULAR ENGINEERING
UNIVERSITY OF MARYLAND
COLLEGE PARK

5 **ANDY NELSON**
2022 SCHOLAR
CHEMICAL AND
BIOMOLECULAR ENGINEERING
VANDERBILT UNIVERSITY,
ALUMNI

6 **MANUEL AYALA**
2021 FELLOW
MECHANICAL ENGINEERING
OLD DOMINION UNIVERSITY,
ALUMNI

7 **KWAME MARKIN**
2021 FELLOW
ELECTRICAL AND COMPUTER
ENGINEERING
SWARTHMORE COLLEGE,
ALUMNI

8 **GWENYTH
PORTILLO-WIGHTMAN**
2021 FELLOW
COMPUTER SCIENCE
UNIVERSITY OF SOUTHERN
CALIFORNIA, ALUMNI

9 **EPHRATA ZELLEKE**
2021 FELLOW
ELECTRICAL AND COMPUTER
ENGINEERING
GOUCHER COLLEGE, ALUMNI

10 **LORENA VELÁSQUEZ**
2021 FELLOW
MECHANICAL ENGINEERING
NEW MEXICO INSTITUTE OF
MINING AND TECHNOLOGY,
ALUMNI

11 **SAMUEL LEFCOURT**
2021 FELLOW
COMPUTER SCIENCE
SOUTHERN METHODIST
UNIVERSITY

12 **ALLI ABOLARIN**
2021 SCHOLAR
CHEMICAL AND
BIOMOLECULAR ENGINEERING
UNIVERSITY OF WISCONSIN-
MADISON, ALUMNI

13 **KYLE KAE0**
2021 SCHOLAR
CHEMICAL AND
BIOMOLECULAR ENGINEERING
UNIVERSITY OF TEXAS
AT AUSTIN, ALUMNI

Incoming Fellows Student Orientation

IN AUGUST 2022, we hosted an in-person graduate student orientation for incoming Percy Pierre, WSE Dean's Scholars, and GEM Fellows. Orientation included introductions to the Office of Diversity and Inclusion and types of support available for students. We provided a seminar on self advocacy and designed team building activities.



Orientation Event Satisfaction

11 OF 13 RESPONDED

Respondents rated the overall quality of the orientation as excellent or very good! **9 of the 11** selected the seminar on self advocacy as the best part of the orientation. **7 of 11** also selected team building activities as the best part of the orientation.



Professional Development for Fellows and Scholars

TOPIC: CREATING EFFECTIVE PRESENTATIONS

Students heard tips for improving professional presentation skills. They learned to structure a good networking pitch and practiced it to refine and produce impactful engagement.

Speaker: Julie Reiser, Senior Lecturer,
Center for Leadership Education



Office of Diversity and Inclusion Welcome BBQ

Welcomed incoming graduate students who networked with current graduate students and played outdoor games

40+
ATTENDEES



“I met so many people going through the same struggles as mine. **I found a community.**”

—**Sebastian Rubio**

fourth-year PhD candidate, mechanical engineering, cookout attendee

“Darlene Saporu’s mentorship has created a warm and inclusive atmosphere for me, allowing me to fully enjoy my first year under her guidance. Her expertise, unwavering support, and commitment to my growth have been instrumental in my personal and professional development. I am grateful for her mentorship and highly recommend her to anyone seeking to excel in their endeavors.”

—**Laura McDaniel**

Percy Pierre Fellow, PhD candidate, Electrical and Computer Engineering



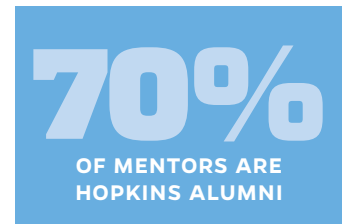
ODI Student Ice Skating Social Event

Created opportunities for students to have fun and socialize



Passport to Future Technology Leadership

Passport to Future Technology Leadership (PFTL) is a program to enhance skills and create opportunities for URG doctoral students interested in industry careers. The goal of the PFTL curriculum is to provide career exploration, skill building for job seeking techniques, and mentoring for expanded networks.



PFTL Evaluation Feedback

8 OF 8 RESPONDED

100% of survey participants would recommend PFTL to peers.

62.5% of survey participants thought it would be somewhat or extremely difficult to get consistent professional development workshops outside of PFTL.

“My mentor has been absolutely incredible. In addition to consistent biweekly meetings, he helped me and my lab secure a material transfer agreement with their company to test new cell culture materials, and we are already planning in-person mutual trips [for continued mentorship after the completion of the program].”

“The mentorship was AMAZING, I feel so lucky to have gone through the PFTL program.”



Belonging

Black Excellence Conference

DECEMBER 2, 2022

The inaugural Black Excellence Conference was designed for

doctoral students across Johns Hopkins University from the diaspora to provide an authentic space for bold conversations. Sponsored by the Provost's Office PhD Professional Development Innovation grant, this conference covered topics facilitated by guest speakers from a variety of disciplines, higher education leadership, faculty researchers, community advocates, and a financial advisor.

These self-reflective, engaging seminars included topics and panel discussions covering;

- The Makeup of a Leader: Traits that Make You Great
- Finding a Career That Matches Your Passion
- Navigating the Threat of Racial Stereotypes at Work
- Showing up as Your Authentic Self Matters
- Managing Your Mental Well-being
- Financial Investment from Your Future
- Self-advocacy
- Learning Best Practices for Community Engagement

Black Excellence Conference Planning Committee

Darlene Saporu, Assistant Dean for Diversity and Inclusion, Whiting School of Engineering

Stacey Marks, Diversity Program Manager, Whiting School of Engineering

Roshni Rao, Executive Director of Doctoral and Postdoctoral Career Design

Brittney Tiffault, PhD Student, Cross-Disciplinary Graduate Program in Biomedical Sciences

Habben Desta, PhD Candidate, Department of Chemical and Biomolecular Engineering

Mary Omotoso, PhD Candidate, Department of Biomedical Engineering

Christine Kavanagh, Associate Vice Dean for Graduate Education and Lifelong Learning, Whiting School of Engineering



Black Excellence Conference Notable Stats

60+
REGISTERED FOR
THE CONFERENCE

10
SEMINARS

15
GUEST SPEAKERS
AND PANELISTS



“Specifically, it can be challenging to persist and feel a sense of belonging in spaces where there are few people who look like you or empathize with your experiences. The inaugural Black Excellence Conference provided me with both a strong sense of community and the opportunity to make lasting connections with Black graduate students that I otherwise would not have had the opportunity to meet. Sharing a space with successful Black people at the graduate level and above was magnetic, rejuvenating, and inspiring, and I hope to see more events like this at Hopkins.”

Habben Desta

Doctoral student, Department of Chemical and Biomolecular Engineering
Conference planning committee member



KEISHA POLLACK-PORTER,
BLOOMBERG CENTENNIAL CHAIR,
DEPARTMENT OF HEALTH POLICY
AND MANAGEMENT PROFESSOR



BEC Feedback

ATTENDEES WROTE:

“The presentations were insightful and constituted a compelling showcase of Black Excellence that need to be enacted more frequently across the country.”

“It was great to be in community with other Black scholars while learning how to improve my time at the university”

“I really enjoyed the speakers and the networking sessions to meet other Black grad students.”



JOHNS HOPKINS

WHITING SCHOOL
of ENGINEERING