

**Professional Development Initiatives Summary:**  
**Diversity Networking, Mentoring and Professional Development**

**Program Title:**

*Neural Networking*

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**Short Description, Goals**

As the Neuroscience and BME graduate programs have few URM faculty, we have joined forces to provide increased opportunities for URM graduate students in these Departments to network with URM faculty from outside these Departments and URM alumni from both Departments. Furthermore, the proposal will offer opportunities for our graduate students to serve as mentors for undergraduate summer interns working in Neuroscience or BME labs. As outlined in the APA Resource Guide for Ethnic Minority Graduate Students (2010), active engagement in networking and mentoring are highly beneficial to minority graduate students as they promote improved career satisfaction and success.

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**Program Title:**

*Leadership and Education in Academic Research and Networking for Enhancing Diversity (LEARNED)*

**Lead Applicant:**

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**Short Description, Goals**

This program will foster community and belonging among underrepresented minority (URM) PhD students and postdoctoral fellows across all JHSPH academic departments and research centers through facilitating networking and enhancing professional development. The LEARNED program will provide participants with critical resources for ensuring both academic and professional success via didactic seminars and workshops focused on developing skills and materials for future employment opportunities while simultaneously developing a powerful network with fellow URMs - interacting regularly with URM faculty and research professionals. Additionally, the program will cultivate the URM social experience and emphasize student and postdoc well-being during matriculation and training.

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**Program Title:**

*Leadership Development Alumni Network for Minority PhDs*

**Lead Applicant:**

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**Short Description, Goals**

Literature identifies a sense of isolation and lack of support as primary barriers to URM success. We aim to create a vibrant alumni mentoring network to support our PhD students. Our alumni may understand the graduate experience our students face in impactful ways. Our alumni will share their network and nonacademic career knowledge, instill leadership skills, and provide culturally congruent mentoring necessary for our students' success.

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**Program Title:**

*Black Graduate Student PhD Student Conference*

**Lead Applicant:**

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**Key Collaborators**

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**Short Description, Goals**

The Black Graduate Student Association will organize two annual conferences for Black graduate students on all Johns Hopkins University campuses focused on professional development, networking, skill and community building. The structure of this program will be a full day conference/retreat with professional development sessions, speakers, panels and a networking reception. The program will also establish the JHU Black PhD Alumni Association. The main goal of the proposed programming is to improve the experience and increase retention rates of black PhD students across all JHU campuses. Students will benefit from being able to network with peers with potential for collaboration across disciplines, and networking with alumni, speakers and other attendees for potential mentors and career opportunities. Students will also develop a sense of community and reduce feelings of isolation and loneliness, which will positively impact PhD students' mental health.

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