

**Departmental BPC Plan**  
Department of Computer Science  
Johns Hopkins University



**Effective dates of Plan:** 07/05/2023 - 07/05/2025

**Contact:** Randal Burns, Professor and Department Head ([randal@cs.jhu.edu](mailto:randal@cs.jhu.edu))  
Misha Kazhdan, Professor and Chair DEI Committee ([misha@cs.jhu.edu](mailto:misha@cs.jhu.edu))

## 1. Context

The department's core values state that we will eliminate technological, social, cultural, and financial barriers to research and education in computer science and that we will create an inclusive environment for people of all races, genders, ethnicities, and different abilities. As of 2022, the Department has the following representation among undergraduates (32% female, 21% under-represented groups (URG: domestic students who identify as one or more of Black, African American, Hispanic, Latino, American Indian, Alaska Native, Native Hawaiian, Other Pacific Islander)), masters (29% female, 2% URG), PhDs (22% female, 4% URG). Current departmental BPC activities include the Whiting Internships in Science and Engineering (WISE) internships that embed high-school students in our labs. We offer 5 PhD fellowships for students from URGs. We sponsor diversity celebrations and conferences in Computer Science. We support and fund student inclusion groups at the undergraduate and graduate level.

## 2. Goals

G1: Provide funding for all undergraduate students from URGs to attend a diversity conference that celebrates their identity. From 2021-2023, we have paid for registration for all interested participants.

G2: Actively recruit graduate students from URG to achieve 5% representation in our masters program and 10% representation in our PhD program by 2026. As of 2023, in masters we are 6% from URG and in PhD we are 4% from URG for domestic students. We have incomplete data on international students.

G3: Establish a culture of education and communication about diversity by holding listening sessions held bi-semesterly related to diversity and inclusion, creating student diversity ambassadors to facilitate dialogue about diversity that does not interface with a person in a position of power, inviting seminar speakers and experts to educate about discrimination and bias within computer science, and sponsoring BPC-related student affinity groups.

G4: Increase participation in JHU's Whiting Internships in Science and Engineering (WISE) after school and summer program which is a BPC-focussed program that engages Baltimore City high-school students with research labs. We will enhance this program to support 20 students per year in the Department by 2027. We supported 6 students in 2022.

G5: Increase participation in diversity and inclusion training. This includes Diversity, Inclusion, and Unconscious Bias Training through JHU Human Resources for all faculty, staff, and graduate researchers. Our goal is 100% participation by all classroom instructors, advisors, and teaching assistants by 2027. It also includes Safe Zone training for faculty, staff, and graduate researchers to learn to create an inclusive community and become better allies for the lesbian, gay, bisexual, transgender, and queer (LGBTQ) community. Our goal is 50% participation in Safe Zone by 2026.

### **3. Activities and Measurement**

A1: Diversity Conference Funding (G1). The department has obtained a philanthropic gift in 2022 that will support all JHU undergraduates from URG to register for and attend a diversity conference for the period at 2023-2028. Faculty will help manage this fund and will attend the conferences with the students. (Kazhdan)

A2: Diversity Conference Sponsorship and Recruitment (G2). The department will continue to sponsor and support Grace Hopper (at the platinum level), Tapia at the (at the silver level or above) and will sponsor National Society for Black in Computing and Hispanics in Computing. Faculty participate by attending the conferences and recruiting students at them. (Kazhdan)

A3: Regional Recruitment (G2). With our partner institutions, Morgan State, an HBCU, and University of Maryland Baltimore County, a minority-serving institution, we will create a speaker/visitor series. We will hold recruiting events at each school during the fall semester before graduate applications by 2025. (Kazhdan)

A4: Advertise Fellowships for students from URGs (G2) as part of conference sponsorships, through social media, and through email campaigns. We will measure the number of qualified applicants with the goal of doubling applications by 2026. (Kazhdan)

A5: Internally promote WISE Internships (G4) through briefings during faculty meetings and staff meetings (for contract and grants analysts) to gain multiple pathways to include WISE in sponsored research proposals. Faculty will advise WISE students. We will track the number of submitted and funded applications that include WISE and correlate actual interns with funded positions. (Kazhdan)

A6: Promote student groups for BPC communities (G3). We will study organizations at peer institutions and then brief students during orientations and semi-yearly town halls. We will make funds and faculty mentors available if students choose to organize. (Kazhdan)

A7: Collect Training Data (G5): As part of the annual review processes, we will collect data on compliance with training goals. Data will be reviewed by our DEI committee and reported to faculty and school leadership. (Kazhdan)