

PROGRAM

7:30 a.m. **Check-In/** **Shriver Hall Lobby**
 Continental Breakfast

9:00 a.m. **Plenary Session**
 Shriver Auditorium

Welcome – Ashley Llorens
Chair, Diversity Leadership Council

Plenary Address – James K. Gilman, MD, MG USA
(retired)
*Executive Director, Military and Veterans Health
Institute*

10:15 – 11:30 a.m. **Workshop Session A**
 Hodson Hall

11:45 a.m. – 1:00 p.m. **Workshop Session B**
 Hodson Hall

1:30 – 2:30 p.m. **Keynote Luncheon**
 Glass Pavilion and
 Great Hall

Welcome – Ashley Llorens
Chair, Diversity Leadership Council

Introduction – Ronald J. Daniels
President of the University

Keynote Address – Congressman Elijah Cummings
U.S. Representative from Maryland's 7th District



James K. Gilman, MD, MG USA (retired) joined Johns Hopkins as the Executive Director, Military & Veterans Health Institute on May 1, 2013. In that capacity, Dr. Gilman seeks opportunities to apply the capabilities of both Johns Hopkins University and Johns Hopkins Medicine to solve the health and healthcare problems facing service members, veterans, and their families.

Prior to joining Johns Hopkins, Dr. Gilman served on active duty in the United States Army for 35 years. He culminated his career as the Commanding General, US Army Medical Research and Materiel Command, Fort Detrick, Maryland. He retired from active duty in the grade of Major General.

Dr. Gilman hales from Hymera, Indiana and holds an undergraduate degree in engineering from Rose-Hulman Institute of Technology. He earned his MD degree from Indiana University School of Medicine in 1978. He did his internal medicine residency at Brooke Army Medical Center from 1978 to 1981 and a cardiology fellowship at the same institution from 1985 to 1987. He is board certified in both internal medicine and cardiovascular diseases.

Dr. Gilman's awards and decorations include the Distinguished Service Medal with 1 oak leaf cluster, Legion of Merit with 3 oak leaf clusters, Air Force Outstanding Unit Award, Army Superior Unit Award, and the Expert Field Medical Badge. He holds The Surgeon General's "A" proficiency designator and is a member of the Order of Military Medical Merit. In 2011, Dr. Gilman received both the Presidential Medal of Mount Saint Mary's University and an honorary doctorate in engineering from his alma mater, Rose-Hulman Institute of Technology.

Dr. Gilman is married to the former Jeffri Lynn Sweet of Shelburn, Indiana and they have 3 daughters and 1 granddaughter.



Congressman Elijah E. Cummings was born and raised in Baltimore, Maryland, where he still resides today. He obtained his Bachelor's Degree in Political Science from Howard University, serving as Student Government President and graduating Phi Beta Kappa, and then graduated from the University of Maryland School of Law.

Congressman Cummings has dedicated his life of service to uplifting and empowering the people he is sworn to represent. He began his career of public service in the Maryland House of Delegates, where he served for 14 years and became the first African American in Maryland history to be named Speaker Pro Tem. Since 1996, Congressman Cummings has proudly represented Maryland's 7th Congressional District in the U.S. House of Representatives.

Congressman Cummings often says that our children are the living messages that we send to a future we will never see. In that vein, he is committed to ensuring that our next generation has access to quality healthcare and education, clean air and water, and a strong economy defined by fiscal responsibility.

Congressman Cummings serves on numerous boards and commissions. He is spearheading an effort to strengthen the Maritime curriculum at the Maritime Industries Academy (MIA) in Baltimore, serving as Chairman of the MIA Board and Chairman of the MIA Foundation Board. He also serves on the U.S. Naval Academy Board of Visitors, the Morgan State University Board of Regents, the University of Maryland Law School Board of Advisors, the SEED School of Maryland, and the Baltimore Area Council of the Boy Scouts of America Board of Directors. He is an honorary Board member of KIPP Baltimore Schools and the Baltimore School for the Arts. He is also the 2014-2015 holder of the Gwendolyn S. and Colbert I. King Endowed Chair in Public Policy Lecture Series at Howard University.

DIVERSITY LEADERSHIP COUNCIL 2015 – 2016

Judah Adashi	Rochelle Arnold-Simmons
Karen Bond	Keith Brock
Anne-Elizabeth Brodsky	Amanda Brown
Hoon Byun	James Calvin
Ed Cramer	David Crouch
Irene Ferguson	Sheila Fitzgerald
Christina Fleming	Fannie Fonseca-Becker
Cynthia Foronda	Jeff Gray
Dan Hale	Debbie Janikowski
Lynne Jones	Leslie Leathers
Mindi Levin	Liz Levine
Ashley Llorens	Stacey Marks
Pamela McCan	Ilene McCoy
Jocabel Michel Reyes	Monica Moore
Paula Neira	Christine Newman
Rhodora Osborn	LaDonna Pierce
Michael Polydefkis	Cristina Rodrigues-Hart
Tiffany Sanchez	Erica Shelton
Jennifer Stewart	Theresa Strawder
Carl Streed, Jr	La Toya Smith
Maura Walden	Tiana Warren
Sean Watkins	Aristea Williams
Ex-Officio Members	
Allison Boyle	Chiquita Collins
Caroline Laguerre-Brown	Irene Ferguson
Charlene Moore Hayes	Stella Marks
Dorothy Sheppard	Bonnie Windsor
Demere Woolway	

Event Producers: Risha Zuckerman and Erin Gleeson

DLC SUBCOMMITTEE 2015-2016 GOALS

Faculty Recruitment & Development

1. Collect and analyze data on faculty climate issues
2. Inventory, evaluate and disseminate policies and best practices for recruitment and mentoring

Community Partnerships

1. Obtain data in recent JH engagement efforts with a focus on Baltimore youth. Identify key stakeholders across JHU and JHHS
2. Propose an approach to President Daniels for a JH-wide “marketplace” for service opportunities

Gender Identity and Expression

1. Submit a recommendation to JHHS leadership to include transgender-related care within employee health benefits coverage
2. Create resource guides for transgender JH employees and students

Diversity Innovation Grants

1. Support projects selected during Spring 2015 Idea Lab competition.
2. Formulate and compete a DIG round focused on community engagement

First-Generation College Students

1. Obtain and analyze relevant climate survey data
2. Recommend programs, informed by data analysis

Strategy & Assessments

1. Identify and engage key affinity groups
2. Meet quarterly with Provost’s leadership team

Communications

1. Produce additional DLC Spotlight series highlighting Hopkins community members
2. Increase collaboration with JHHS communications teams

Disability

1. Devise a “secret shopper” approach for improving physical access
2. Establish a repository of success stories around physical access

WORKSHOP SESSION A

A1: Over the Rainbow: A Tour of LGBTQ History

Presenter: Demere Woolway

Location: Hodson Hall, Room 203

A2: Working With Community to Build a Stronger Baltimore: Beyond Civil Unrest

Presenters: Mindi Levin, Elizabeth Doerr, Shane Bryant, Kelly King and Cory Bradley

Location: Hodson Hall, Room 210

A3: Creating a Culture of Inclusion for Individuals with Disabilities

Presenters: Michael Polydefkis and Sheila Fitzgerald

Location: Hodson Hall, Room 211

A4: Transgender Awareness

Presenters: Sabrina Scarborough and Dariel Peay

Location: Hodson Hall, Room 213

A5: Inclusion in Museums

Presenters: Monica O. Montgomery, Florcy Morisset, Tukufu Zuberi, Omar Eaton-Martinez and Joy Bailey Bryant

Location: Hodson Hall, Room 216

A6: Inclusion for Impact: Discourse on Diversifying the Sustainability Movement

Presenters: Ashley Pennington and Stephanie Region

Location: Hodson Hall, Room 301

A7: Art and Activism: Creating "Rise"

Presenters: Judah Adashi, Tameka Cage Conley, and Afro Blue

Location: Mattin Center, Room 101/SDS

A8: A Conversation on the Effects that the Death of Freddie Gray has on Blacks in Higher Education

Presenters: Kellise Williamson and Juhanna Rogers

Location: Hodson Hall, Room 305

A9: Diversity Innovation Grants (DIG): Think, Collaborate, Act

Presenters: Ashley Llorens, Nicole Pennington, Catherine Arthur and Dominic Scalise

Location: Hodson Hall, Room 313

WORKSHOP SESSION B

B1: Over the Rainbow: A Tour of LGBTQ History

Presenter: Demere Woolway

Location: Hodson Hall, Room 203

B2: Working with Community to Build a Stronger Baltimore: Beyond Civil Unrest

Presenter: Mindi Levin, Elizabeth Doerr, Shane Bryant, Kelly King and Cory Bradley

Location: Hodson Hall, Room 210

B3: Communicating Effectively with Limited English Proficiency (LEP) Patients

Presenters: Kathleen Page, Susana Velarde, Mini Malhotra and Monica Guerrero Vazquez

Location: Hodson Hall, Room 211

B4: Transgender Awareness

Presenters: Sabrina Scarborough and Dariel Peay

Location: Hodson Hall, Room 213

B5: Diversity at Hopkins: The Postdoc Perspective

Presenters: Stanley Andrisse, Dionna Williams, Marc Edwards and Charles Odonkor

Location: Hodson Hall, Room 216

B6: Fostering Inclusivity in Your Classroom with TILE

Presenters: Shannon Simpson and Macie Hall

Location: Hodson Hall, Room 311

B7: The Contribution of Hidden Layers of Diversity in Building a High Performing Team

Presenters: James Page and Eloiza Domingo-Snyder

Location: Hodson Hall, Room 303

B8: Goodnight Homogeneity: Modeling Diversity for Children through Children's Literature

Presenter: Janet Gilbert

Location: Hodson Hall, Room 305

B9: Deaf Health Initiative; Understanding Health Disparities within the Deaf Community

Presenters: Kyle Decarlo-Gahagan, Allysa Dittmar and Aaron Hsu

Location: Hodson Hall, Room 313

WORKSHOP SESSION A

A1: Over the Rainbow: A Tour of LGBTQ History

Presenter: Demere Woolway

Location: Hodson Hall, Room 203

Abstract: Oscar Wilde. Audre Lorde. Sylvia Rivera. How much do you know about these and other LGBTQ icons? This engaging, activity-based session will take you on a tour of sexual orientation and gender identity that spans centuries. Participants are invited to share their own knowledge of LGBTQ events as well as gain a broader sense of LGBTQ history.

Demere Woolway is the Director of LGBTQ Life at Johns Hopkins University, and has previously worked at Miami University in Ohio and Washington State University. In 2014, Demere received a PhD in Student Affairs in Higher Education from Miami University. Demere is a past co-chair for the Consortium of Higher Education LGBT Resource Professionals.

A2: Working With Community to Build a Stronger Baltimore: Beyond Civil Unrest

Presenters: Mindi Levin, Elizabeth Doerr, Shane Bryant, Kelly King and Cory Bradley

Location: Hodson Hall, Room 210

Abstract: Rebuilding Baltimore isn't something we should be doing because an evening of unrest in April. Rather, we should build a stronger Baltimore to ensure the new normal doesn't mean going back to how things were before April 27, 2015 when nearly 25% of the city residents lived in poverty, only 56% of students graduated from high school, or there is a 20 year difference in life expectancy between those who live in affluent City neighborhoods versus those who live in impoverished neighborhoods. This session will discuss community-led efforts and how we all can play a role in building a stronger Baltimore.

Mindi Levin is the Founder and Director of SOURCE (Student Outreach Resource Center), the community service and service-learning center, serving the Johns Hopkins University (JHU)

Schools of Medicine, Nursing, and Public Health. Additionally, Ms. Levin holds faculty appointments in JHU Bloomberg School of Public Health's Department of Health Policy and Management and JHU School of Nursing's Department of Community Public Health.

Elizabeth Doerr is the Associate Director of SOURCE (Student Outreach Resource Center), the community service and service-learning center serving the Johns Hopkins University's Schools of Medicine, Nursing and Public Health. Elizabeth is originally from Washington State and earned her MA in International Education Policy from the University of Maryland and her BA in Rhetoric/Media Studies and Spanish at Willamette University in Salem, OR.

Shane Bryan is the Assistant Director of SOURCE (Student Outreach Resource Center), the community service and service-learning center serving the Johns Hopkins University's Schools of Medicine, Nursing and Public Health. Shane is originally from South Dakota and earned his BS in Political Science and Communication Studies from University of South Dakota.

Cory Bradley is a second year doctoral student at the Johns Hopkins Bloomberg School of Public Health, Department of Health, Behavior and Society. Cory has earned dual masters degrees in social work and public health. He is a SOURCE Governing Board Member, and the President of the recently revived student group, SPARC (Students for a Positive Academic partnership with the Baltimore Community).

Kelly King is a 3rd year doctoral student at the Johns Hopkins Bloomberg School of Public Health, Department of Health, Behavior and Society. Before coming to Hopkins, she received her BA in Psychology from Amherst College and her MPH in Behavioral Science and Health Education from Emory University. Her research focuses on HIV prevention in low-income, urban communities, with a particular interest in the impact of violence, substance use, and interface with the criminal justice system on sexual health. She is a SOURCE Governing Board Member, and the Tri-School and Community Liaison for the recently revived student group, SPARC

(Students for a Positive Academic partnership with the Baltimore Community).

A3: Creating a Culture of Inclusion for Individuals with Disabilities

Presenters: Michael Polydefkis and Sheila Fitzgerald

Location: Hodson Hall, Room 211

Abstract: People with disabilities face unique barriers and subtle forms of bias in society and within large organizations including academic medical centers. This workshop will address strategies to improve visibility and physical plant access for people with disabilities in the Hopkins community. Visibility will focus on improved website and brochure representation of people with disabilities in order to foster a welcoming pluralistic environment. The DLC has collated a catalogue of images depicting employees with disabilities in the workplace that is an underutilized resource. In addition we will discuss strategies to identify and remove under-appreciated physical barriers that often limit productivity and participation of people with disabilities in the work force. Working with physical plant directors, we seek to design a collaborative plan to remove such impediments in an economically feasible way. Finally, we will address strategies to empower Johns Hopkins employees to identify policies and accommodations that have been successful and areas that need improvement.

Dr. Michael Polydefkis is an Associate Professor of Neurology where he directs the Bayview EMG laboratory and the Johns Hopkins Cutaneous Nerve Laboratory.

Dr. Sheila Fitzgerald is an Associate Professor and Director of the Occupational and Environmental Health Nursing Program, NIOSH, in the Bloomberg School of Public Health.

A4: Transgender Awareness

Presenters: Sabrina Scarborough and Dariel Peay

Location: Hodson Hall, Room 213

Abstract: The Transgender Awareness workshop is an informative discussion about the transgender community. We will

learn about transgender terminology, discrimination and legislation through a workshop and discussion. The goal of this workshop is to create a more compassionate environment at Johns Hopkins.

Sabrina Scarborough has been the Campus Operations Manager for the JHU School of Education since 1997. She is a recent graduate of the University of Maryland University College. Sabrina facilitates Safe Zone and Transgender Awareness trainings for Johns Hopkins. She lives with her partner and their three sons.

Dariel Peay has been the Sr. Patient Access Coordinator for JHHS since 2007. She has a degree in Network Systems Administration and is pursuing her bachelors in Cyber Security. She's a dedicated Transgender activist. Dariel is a facilitator for the Hopkins Safe Zone and secretary for "The Hopkins Network."

A5: Inclusion in Museums

Presenters: Monica O. Montgomery, Florcy Morisset, Tukufu Zuberi, Omar Eaton-Martinez and Joy Bailey Bryant

Location: Hodson Hall, Room 216

Abstract: This presentation and panel discussion will explore the nuances of inclusion and the ramifications for the future of museums. Diversity of race, gender and intergenerational perspectives are needed to strengthen the sector and engage the community. Historically, museums have lacked diverse visitors and African Americans in leadership positions. Developing diverse audiences comprised of multiethnic and generational individuals, whom are technologically savvy, civically and culturally engaged is essential to institutional sustainability. What can consistent and intentional targeted efforts towards diversity mean for the future of museums?

Monica O. Montgomery curates media and museums to enhance creative inspiration. As Director of the Lewis Latimer House Museum, she is remixing the museum experience. Her expertise lies in public programs, cultural advocacy and marketing. She is Strategic Director of Museum Hue, a platform for cultural diversity, advancing people of color in arts, culture and museums.

Florcy Morisset is an award winning cultural arts ambassador, firmly rooted in creative community and committed to the vibrancy and expressive power of art! As a thought leader and champion of international culture, her muse affords her a fluidity of titles, businesswoman, lifestyle connoisseur, and community servant; a staunch advocates for access, art and culture for all! Florcy is a firebrand working at the intersection of creative economy, arts management, and business development in the Philadelphia area and beyond. She is currently a dual master's 2016 candidate at Johns Hopkins University, MBA and Maryland Institute of College of Art, Design in Leadership.

Tukufu Zuberi is an American sociologist, filmmaker, social critic, educator, and writer. Zuberi has appeared in several documentaries on Africa and the African diaspora, including *Liberia: America's Stepchild* (2002), and *500 Years Later* (2005). He is one of the hosts of the long-running PBS program *History Detectives*. As founder of his own production company, he produced the film *African Independence*, which premiered at the San Diego Black Film Festival in January 2013. He is the Lasry Family Professor of Race Relations, Professor and Chair of the Sociology Department, and professor of Africana Studies at the University of Pennsylvania.

Omar Eaton-Martinez develops partnerships with educational institutions and non-governmental organizations to increase access to the Smithsonian. He recruits and manages 200+ interns and fellows at the Smithsonian's National Museum of American History (NMAH). He was involved in creating a briefing paper on diversity and inclusion at the museum to the Director John Gray, where he provided strategies for diversity recruitment. Omar participates in many committees: NMAH Diversity Advisory Council, Smithsonian Latino Working Committee (Deputy Chair); Office of Fellowships & Internships Diversity Working Group; Federal Committee: STEM Education (Underrepresented Communities) and others. Omar has worked at the National Park Service, the Office of the National Museum of the American Latino Commission, NASA and he also was a K-12 teacher in NYC and DC.

Joy Bailey Bryant is the US Managing Director at Lord Cultural Resources, largest international cultural planning firm in the world. Lord Cultural Resources has completed over 2,000 cultural planning and management projects in 51 countries and on 6 continents. Ms. Bryant is a cultural planning specialist, certified interpretive planner, and outreach facilitator, who works with city officials, institutional leaders, and developers, in global municipalities all around the world to creatively plan cities and bring people (life!) to public institutions. Joy has authored several articles on community engagement empowering staff at cultural institutions to reach beyond their “typical” audience. Following her mantra, Joy is willing to “follow the crowd,” holding meetings at festivals, conferences, on social media, churches, community centers, schools, and even bars. Joy completed her M.A. in Arts Management from American University and her B.Sc. in Public Relations from Florida A&M University.

A6: Inclusion for Impact: Discourse on Diversifying the Sustainability Movement

Presenters: Ashley Pennington and Stephanie Region
Location: Hodson Hall, Room 301

Abstract: How can each of us answer the call toward a more inclusive and integrative approach to sustainability at Hopkins, within Baltimore, and beyond? This presentation will explore the intersections of diversity and sustainability, and illuminate what is to be gained from expansion not just of, but within, the environmental movement. When sustainability more successfully integrates a variety of voices and viewpoints, environmental justice and social equity will work in stronger compliment to foster more resilient workplaces and communities, with lasting, transformative outcomes across the board.

Ashley Pennington is the Program Manager for the Johns Hopkins University Office of Sustainability. Ashley helps oversee implementation of the Climate Action Plan; coordinate annual review of campus progress with the various divisions, and facilitate projects and programs to increase campus sustainability operationally and culturally.

Stephanie Region is an Administrative Coordinator at JHU's Center for Talented Youth, as well as the founder of the nonprofit, Black is the New Green (BNG). The mission of BNG is to make a green lifestyle desirable and accessible to those who have historically been excluded from the environmental movement.

A7: Art and Activism: Creating "Rise"

Presenters: Judah Adashi, Tameka Cage Conley, and Afro Blue
Location: Mattin Center, Room 101/SDS

Abstract: "Rise," a collaboration between Peabody Institute/JHU composer Judah Adashi and Pittsburgh-based poet Tameka Cage Conley, bears witness to America's fraught civil rights journey from Selma to Ferguson and beyond. This presentation will feature the story of the work's inception and premiere; live performances of selections from the poetry and music by the composer, poet, and members of Howard University's Afro Blue (best known as finalists on NBC's The Sing-Off); and an open conversation about the relationship between contemporary art and social justice, with an emphasis on the Baltimore community.

Judah Adashi is a composer on the faculty of the Peabody Institute of the Johns Hopkins University, committed to presenting new music in Baltimore and empowering the city's youngest musicians to create their own. Dr. Adashi holds master's and doctoral degrees from Peabody, and a bachelor's degree from Yale University.

Tameka Cage Conley, PhD, is a Pittsburgh-based poet, novelist and playwright. In 2010, she received the August Wilson Center Fellowship in literary arts. Her poem "Losing" was chosen by the Pennsylvania Center for the Book as one of four featured poems for the Public Poetry Project in 2015.

Howard University's premier vocal jazz ensemble, **Afro Blue**, was formed by Professor Connaitre Miller in the spring of 2002. The acclaimed group has been featured on NPR's All Things Considered and Tiny Desk Concerts, and reached the top four on NBC's The Sing-Off.

A8: A Conversation on the Effects that the Death of Freddie Gray has on Blacks in Higher Education

Presenters: Kellise Williamson and Juhanna Rogers

Location: Hodson Hall, Room 305

Abstract: Two professionals, currently working in academia, discuss recent acts of violence against Black men, and how the pervasiveness of racial inequality impacts their roles as researchers and professionals. The panelist provide insight into how the violent deaths of Gray and the numerous other Black men and women murdered while in police custody affect their workspaces, classrooms, and roles within higher education and ultimately calls for policy change. A panel of students will discuss their experiences as Black students on the Homewood campus of Johns Hopkins University.

Kellise Y. Williamson earned her Master of Science in Higher Education Administration and Organizational Management from Drexel University. Her research was centered on the effects of pre-college programs used to better prepare underrepresented students for post-secondary education. Currently, she serves as Senior Academic Program Coordinator for the Center for Educational Outreach at Johns Hopkins University and works to recruit underrepresented minority students from Baltimore City public high schools into Science, Technology, Elementary and Math (STEM) programs at JHU.

Juhanna Rogers is a doctoral candidate in Higher Education at Indiana University- Indianapolis. Her research includes race and racism in education, critical race theory, and the experiences of Black students who participate in international education programs. Currently, she is working as an educational consult in Syracuse, New York.

A9: Diversity Innovation Grants (DIG): Think, Collaborate, Act

Presenters: Ashley Llorens, Nicole Pennington, Catherine Arthur and Dominic Scalise

Location: Hodson Hall, Room 313

Abstract: Now in its fourth year, the DLC Diversity Innovation Grants (DIG) program provides awards of up to \$2500 to support fresh, creative ideas for projects that promote a climate of diversity and inclusion at Hopkins. This session provides an overview of the DIG program, highlighting the small-scale, focused, and contagious change that DIG projects have created. Further, the session offers an interactive tour of the application process: participants will discover best practices in DIG applications as well as common pitfalls. The session will close with time for questions, discussion, and potential collaborations.

With a degree in electrical and computer engineering, **Ashley Llorens** is the Chief of the Intelligent Systems Center at the Johns Hopkins University Applied Physics Laboratory. Mr. Llorens directs the development of machine learning and signal processing algorithms for embedded systems and also serves as chair of the Diversity Leadership Council.

Nicole Pennington has been a Project Manager with IT @ Johns Hopkins for the past three years, leading various projects relating to student services and faculty collaboration. Most recently, she helped lead the inaugural cycle of The Idea Lab Ten by Twenty Challenge and is working with leadership to chart the course for future Idea Lab cycles.

Catherine Arthur is Director and Curator for the Homewood Museum.

Dominic Scalise is a fourth year PhD student in Chemical and Biomolecular Engineering. Along with Dr. Karen Fleming, Dr. Jeffrey Gray, Caroline Qualls, and Julia Koehler, Dominic received a Diversity Innovation Grant for a project entitled Achieving Gender Equity at Hopkins.

WORKSHOP SESSION B

B1: Over the Rainbow: A Tour of LGBTQ History

Presenter: Demere Woolway

Location: Hodson Hall, Room 203

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(Students for a Positive Academic partnership with the Baltimore Community).

B3: Communicating Effectively with Limited English Proficiency (LEP) Patients

Presenters: Kathleen Page, Susana Velarde, Mini Malhotra and Monica Guerrero Vazquez

Location: Hodson Hall, Room 211

Abstract: This workshop is targeting clinical and non-clinical staff who have some or frequent interactions with patients at clinical and non-clinical settings, i.e. providers, pharmacists, nurses. Anybody who is interested in providing patient centered care to our LEP Patients. Goal: to educate students and providers about the importance of professional interpretation at clinical and non-clinical encounters with patients. The goal will be accomplished through (1) overview of cultural competency and access to professional interpreters at JHH, (2) analysis of a case scenario with non-English speaking patients. Participants in this workshop will be able to better understand how interpretation may impact patient safety and be able to improve the communications with LEP patients.

Kathleen Page, MD, Associate Professor in the Division of Infectious Diseases at Johns Hopkins University School of Medicine, Centro SOL Co-Director. Her work focuses on improving access and quality of care to the emerging Latino community in Baltimore. She serves Latin American immigrants with HIV at the Moore Clinic and the BCHD.

Susana Velarde, Administrator Language Access Services – Johns Hopkins Medicine International, oversees interpreter and written translation services; and language competency testing for Johns Hopkins Hospital and affiliates. Ms. Velarde is involved in projects helping Johns Hopkins staff understand the value of working with qualified medical interpreters to improve the health of our non-English speaking patients.

Mini Malhotra, Human Resources Training and Development Specialist, Johns Hopkins Medicine International

Monica Guerrero Vazquez, Program Coordinator, Johns Hopkins Centro SOL. Her passion for social initiatives and strong belief in human development brought her to work at Centro SOL serving Latinos where she focuses on empowering community members and strengthening partnerships with local organizations.

B4: Transgender Awareness

Presenters: Sabrina Scarborough and Dariel Peay

Location: Hodson Hall, Room 213

Abstract: The Transgender Awareness workshop is an informative discussion about the transgender community. We will learn about transgender terminology, discrimination and legislation through a workshop and discussion. The goal of this workshop is to create a more compassionate environment at Johns Hopkins.

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B5: Diversity at Hopkins: The Postdoc Perspective

Presenters: Stanley Andrisse, Dionna Williams, Marc Edwards and Charles Odonkor

Location: Hodson Hall, Room 216

Abstract: The postdoctoral fellowship is a critical time in the decision to pursue an academic career. As racial/ethnic minorities are extremely underrepresented in academia, intervention at the postdoctoral level will be integral in retaining talented underrepresented minority (URM) scientists and physicians. The goal of this workshop is to promote awareness of the issues facing

URM postdocs at JHU. In our interactive session, we will have a critical discussion of their challenges and how they intersect with those faced by groups more prominently focused on at JHU, i.e. physicians, faculty, and students.

Stanley Andrisse, M.B.A., Ph.D. is a second year postdoctoral fellow in the Division of Pediatric Endocrinology. He serves as the Co-President of the Johns Hopkins Postdoctoral Association and is the Co-Chair of DPAC. He is committed to enhancing diversity at Hopkins and improving the postdoctoral experience at JHU.

Dionna Williams, Ph.D. is a first year postdoctoral fellow in the Department of Molecular and Comparative Pathobiology. She received her Ph.D. from the Albert Einstein College of Medicine. She serves as the Co-Chair of the Diversity Postdoctoral Alliance.

Marc Edwards, Ph.D. is a second year postdoctoral fellow in the Department of Cell Biology and Physiology. He received his Ph.D. from Washington University in St. Louis. He serves as the Co-Chair of the Johns Hopkins Black Residents and Postdocs (B-RAP) organization.

Charles Odonkor, M.D., M.A. is a first year resident-physician in the Department of Physical Medicine and Rehabilitation. He received his M.D. from Yale University. He serves as the Co-Chair of the Johns Hopkins Black Residents and Postdocs (B-RAP) organization.

B6: Fostering Inclusivity in Your Classroom with TILE

Presenters: Shannon Simpson and Macie Hall

Location: Hodson Hall, Room 311

Abstract: Following up on a successful 2015 DLC grant for our project, the Toolkit for Inclusive Learning Environments (TILE), we propose offering a workshop for faculty interested in bringing these best practices into their classrooms. The workshop will make use of videos, case studies, and other resources, as well as incorporating active learning strategies, to model teaching to diversity. Faculty will each develop a TILE (teaching example) based on teaching in their own discipline. TILE resources, available

at <http://guides.library.jhu.edu/TILE>, will be shared with attendees.

Shannon Simpson joined Sheridan Libraries as their Student Engagement and Information Fluency Librarian in 2013. Prior to Hopkins she was instrumental in bringing SPLC's Speak Up! program to TU where she also helped implement Diversity Awards. Shannon continues to spread cultural and information literacy at JHU with the TILE project.

Macie Hall is an instructional designer in the Center for Educational Resources at JHU, providing pedagogical support to faculty at Homewood. Her current interests include the promoting diverse and inclusive classroom environments. She is the editor of the blog The Innovative Instructor: <http://ii.library.jhu.edu>.

B7: The Contribution of Hidden Layers of Diversity in Building a High Performing Team

Presenters: James Page and Eloiza Domingo-Snyder

Location: Hodson Hall, Room 303

Abstract: An interactive exercise which mimics the task of selecting the best team for a task. Opening with a video that provides background of an organizational challenge, the experiential activity focuses on team creation. Participants experience interplay of balancing the professional, personal and diverse portfolios of a slate of potential team members with the specifics of a task. The game illustrates the fallacy that there is a single successful solution to any challenge.

James Page is Vice President and Chief Diversity Officer for Johns Hopkins Medicine. He is responsible for diversity-based initiatives for the medical center, medical school and greater hospital network. Previously, James worked at Cincinnati Children's Hospital Medical Center; DaVita, Inc.; Lancaster General Health; and Dell.

Eloiza Domingo-Snyder is the Director of Diversity, Inclusion, and Cultural Competency for Johns Hopkins Medicine. She has 14 years of experience in cultural competence, global diversity, and

inclusion. She is an innovative, results-oriented consultant and educator with success in strategic systems change and expertise in skill assessment and development, strategic implementation, and optimization of metrics.

B8: Goodnight Homogeneity: Modeling Diversity for Children through Children's Literature

Presenter: Janet Gilbert

Location: Hodson Hall, Room 305

Abstract: What you read to children can broaden--or narrow--their perception of the world. This program will present some research on and selections of children's literature that promote diversity and give the children in your life--whether they are your own, nieces and nephews, grandchildren, or children of your friends--the sense that the world is a beautiful and inclusive place. Because, in fact, it is.

Janet Gilbert is a writer, mother of three, student in the MA/Nonfiction Writing at JHU, employee of the Johns Hopkins University Press, and co-chair of the JHU Press Diversity Committee. Her natural interest in children's literature has been augmented by her association with The Bulletin of the Center for Children's Books, which is published by the Press. Her work has appeared in Baltimore Fishbowl, The Baltimore Sun, and in the Baltimore Stoop Storytelling series.

B9: Deaf Health Initiative; Understanding Health Disparities within the Deaf Community

Presenters: Kyle Decarlo-Gahagan, Allysa Dittmar and Aaron Hsu

Location: Hodson Hall, Room 313

Abstract: The Deaf Health Initiative is a new movement in medicine and public health that brings awareness to the barriers and obstacles that members of the Deaf community encounter within healthcare, education, and in the workplace. By integrating the Deaf community into cross-cultural education, the sub-par health outcomes and communication barriers deaf patients and students experience can begin to improve. Understanding issues

unique to the Deaf community will give healthcare professionals the ability to improve the quality of care and quality of communication when interacting with those with hearing losses.

Kyle Decarlo-Gahagan is a deaf graduate student in the Dept. Health Policy and Management at Johns Hopkins Bloomberg School of Public Health. He received his BS in Biomedical Sciences with a minor in Deaf Cultural Studies from R.I.T. Prior to coming to Johns Hopkins, Kyle was responsible for incorporating the Deaf community into medical education curriculum at Harvard Medical School.

Allysa Dittmar received her dual Bachelor of Arts degrees in International Studies and Global Environmental Change and Sustainability in 2014 at Johns Hopkins. She will be pursuing her Masters of Health degree at the Bloomberg School of Public Health. Allysa was born profoundly deaf and recently received a cochlear implant this past spring.

Aaron Hsu received his BS and MHS in Biochemistry and Molecular Biology from Johns Hopkins with a minor in Bioethics, and has significant experience working with diverse patient populations in both the ORs and ICUs of the Johns Hopkins Hospital as a clinical researcher in the department of Anesthesiology and Critical Care.

Homewood All Gender Restrooms

NOTES

All-Gender single-stall restrooms (with ADA accessibility)	All-Gender single-stall restrooms (without ADA accessibility)
Ames 5th Floor restroom (500s, 520 or 521?)	Jenkins 215
Maryland 311a	Jenkins 315
Garland B76/T001A	Jenkins 415
Garland 302	MSEL 131 (near administrative area)
Shriver 100B	MSEL 132 (near administrative area)
Two restrooms on Shaffer First Floor (no room numbers, closest to 100 and 103)	Shriver BT1
Locker room (with shower) in basement of Recreation Center, near pool entrance	Shriver BT2
Athletic Center lobby	Center for Social Concern, second and third floor
Homewood Apartments: inside the Student Health and Wellness Center; lobby of Counseling Center	
Wolman Hall – 2 bathrooms on Terrace level, across from the mailboxes	
AMR I, in main lobby, next door to the MPR	
AMR II, in main hallway, next to the Blue Jay Lounge	
Center for Social Concern, first floor near kitchen (wheelchair access to building is around back)	

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