

# PROGRAM

<b>7:30 a.m.</b>	<b>Check-In/ Continental Breakfast</b>	Shriver Hall Lobby
<b>9:00 a.m.</b>	<b>Plenary Session</b>  <i>Welcome – Ashley Llorens Chair, Diversity Leadership Council</i>  <i>Plenary Address – Dr. Robert Higgins Johns Hopkins Hospital’s Surgeon-in-Chief</i>	Shriver Auditorium
<b>10:15 – 11:30 a.m.</b>	<b>Workshop Session A</b>	Hodson Hall
<b>11:30 – 11:45 a.m.</b>	<b>Networking/Coffee Break</b>	Hodson Hall Lobby
<b>11:45 a.m. – 1:00 p.m.</b>	<b>Workshop Session B</b>	Hodson Hall
<b>1:30 – 2:30 p.m.</b>	<b>Keynote Luncheon</b>  <i>Welcome – Ashley Llorens Chair, Diversity Leadership Council</i>  <i>Introduction – Sunil Kumar Provost of the University</i>  <i>Keynote Address – Dalia Mogahed</i>	Glass Pavilion and Great Hall

## Plenary Speaker



**Robert S.D. Higgins, M.D., M.H.S.A.** joined Johns Hopkins Medicine in July 2015 as The Johns Hopkins Hospital's surgeon-in-chief, the William Stewart Halsted Professor of Surgery and the director of the Department of Surgery at the Johns Hopkins University School of Medicine. In his role, Higgins directs all surgical subspecialties in the Department of Surgery, as well as practices cardiothoracic and transplant surgeries at The Johns Hopkins Hospital.

Dr. Higgins is a leading authority in the field of heart and lung transplantation and in coronary artery bypass surgery. His scientific interests are broad and far-ranging, including the mechanisms of cell injury in failing hearts, health economics and policy, and racial disparities in post-transplant outcomes.

He joined Johns Hopkins from The Ohio State University, where he was professor and chairman of the Department of Surgery, surgeon-in-chief, and director of the Comprehensive Transplant Center at Wexner Medical Center.

Dr. Higgins has held leadership positions at various organizations, including the Society of Thoracic Surgeons, and previously served as the president of the United Network for Organ Sharing and the Society of Black Academic Surgeons. He has authored over 100 scientific articles and book chapters.

## Keynote Speaker



**Dalia Mogahed** is the Director of Research at the Institute for Social Policy and Understanding, where she leads the organization's pioneering research and thought leadership programs on American Muslims. Mogahed is former Executive Director of the Gallup Center for Muslim Studies, where she led the analysis of surveys of Muslim communities worldwide. With John L. Esposito, she coauthored the book *Who Speaks for Islam? What a Billion Muslims Really Think*. President Barack Obama appointed Mogahed to the President's Advisory Council on Faith-Based and Neighborhood Partnerships in 2009. She was invited to testify before the U.S. Senate Committee on Foreign Relations about U.S. engagement with Muslim communities, and she provided significant contributions to the Homeland Security Advisory Council's Countering Violent Extremism Working Group recommendations. She is a frequent expert commentator in global media outlets and international forums. She is also the CEO of Mogahed Consulting.

# DIVERSITY LEADERSHIP COUNCIL 2016 – 2017

Judah Adashi	Nikki Akinleye
Amanda Brown	Hoon Byun
James Calvin	David Crouch
Kyle DeCarlo	Marc Edwards
Michael Falk	Irene Ferguson
Dan Hale	Melissa Helicke
Andre Hickman	Debra Janikowski
Leslie Leathers	Mindi Levin
Ashley Llorens (Chair)	Darin Johnson
Lynne Jones	Christianne Marguerite
Paul Markakis	Stacey Marks
Pamela McCann	Ilene McCoy
Jocabel Michel Reyes	Monica Moody Moore
Shabnam Mousavi	Paula Neira
Christine Newman	Rhodora Osborn
Michael Polydefkis	Maria Rivera
Christina Rodriguez-Hart	Tiffany Sanchez
La Toya Smith	Jennifer Stewart
Theresa Strawder	Paula Teague
Maura Walden	Sean Watkins
<b>Ex-Officio Members</b>	
Chiquita Collins	Joseph Colon
Joy Gaslevic	Charlene Moore Hayes
Emily Lucio	James Page
Jamie Riley	Kathy Schnurr
Sara Slaff	Bonnie Windsor
Demere Woolway	

Event Producer: Erin Gleeson

## DLC SUBCOMMITTEE 2016-2017 GOALS

### Climate and Culture

- Work with the Vice Provost for Institutional Research to identify and catalog existing survey mechanisms and previously collected datasets at JH
- Propose enhancements to existing survey mechanisms, data analysis approaches, post-survey follow-through and communication around measuring climate at JH

### Community Partnerships

- Generate a status assessment for previous DLC recommendations around community partnerships
- Work with community engagement across JH to identify current needs and prioritize recommended actions

### Disability

- Propose JH-wide Speaker Series (e.g. Race in America series) covering LGBTQ, Religion, Ethnicity, Disability to Provost's Office
- Create an accessibility database covering physical access and to facilities and conference around JH and JHHS
- Collaborate with marketing and events to draft a disability statement for events and course syllabi

### Faculty Recruitment and Development

- Work with Vice Provost for Faculty Affairs to develop sustainable and systematic plans for the FDI and accountability
- Leverage data from existing surveys to gain additional insights into faculty retention and development

### Gender Identity and Sexual Orientation

- LGBTQ needs assessment for faculty and staff, to be done in collaboration with LGBTQ Life. Pilot assessment will be done on the Homewood campus AY16-17
- Public sign-on statement of support in Johns Hopkins publications for the transgender community in honor of Transgender Awareness Month in November

### Staff Development

- Assess the state of staff development at JHU, including practices around retention, promotion and development
- Create list of staff development resources and programs offered through various offices

#### Strategy and Communications

- Take the pulse of D&I issues in the JH community and raise important issues with senior leadership (current focus on staff and students)
- Cultivate new avenues of communication with our constituents (e.g. through a quarterly newsletter or via new social media initiatives)

#### Student Experience

- Conduct meta-analysis of current campus climate data through a student engagement and multicultural identity development framework
- Develop a proposal for a campus climate assessment
- Propose ways to enhance opportunities for faculty and instructors to learn about facilitating inclusive classrooms
- Propose ways to identify the current state of URM student mental health

## WORKSHOP SESSION A

### **A1: Speaking Out: Climate, Culture, and Identity**

Presenter: Demere Woolway

Location: Hodson Hall, Room 203

### **A2: DREAMers 101: An Introduction to Undocumented Students' Educational Pathways**

Presenter: Erwin Hesse

Location: Hodson Hall, Room 210

### **A3: Mental Health Conditions – Understanding Challenges and Advancing Inclusion**

Presenter: AJ Nanayakkara

Location: Hodson Hall, Room 211

### **A4: Deaf Health Initiative: Improving Access to Quality Healthcare for the Deaf Community**

Presenter: Kyle DeCarlo

Location: Hodson Hall, Room 213

### **A5: Blackness in the Ivory Towers: How Ferguson and The Baltimore Uprising Reshaped American Higher Education**

Presenter: Dr. Wendy Osefo

Location: Hodson Hall, Room 216

### **A6: The Creativity and Innovation Approach: A Tool for Diversity and Inclusion Training**

Presenters: Pedro Lozada and Amber Wagner

Location: Hodson Hall, Room 301

**A7: Fostering Inclusive Campus Environments**

Presenter: Joseph Colon

Location: Hodson Hall, Room 303

**A8: The Marriage of Work-Life Progress and Diversity**

Presenter: Michelle Carlstrom

Location: Hodson Hall, Room 305

**A9: I'm First: Supporting First Generation College Students**

Presenter: Dr. Omar Simpson

Location: Hodson Hall, Room 311

**A10: Inclusion for Impact: Diversifying the Sustainability Movement**

Presenter: Olivia Zug

Location: Hodson Hall, Room 313

**WORKSHOP SESSION B**

**B1: Telling Stories: LGBTQA Students at Hopkins**

Presenter: Demere Woolway

Location: Hodson Hall, Room 203

**B2: Bystander Intervention: Recognizing Displays of Bias and Developing of Skills to Address It**

Presenters: Karen Fleming, Dominic Scalise, and Anna Coughlan

Location: Hodson Hall, Room 210

**B3: Working and Living with an Invisible Disability**

Presenter: Karen Clark Salinas

Location: Hodson Hall, Room 211

**B4: Communicating and Navigating the Four Generations of the University: Multigenerational Workplace**

Presenter: Calvin Smith

Location: Hodson Hall, Room 213

**B5: Real Talk about Gender Identity and Expression**

Presenter: Seth Rainess

Location: Hodson Hall, Room 216

**B6: Action Workshop - Diversipedia: Writing an Inclusive History**

Presenters: Jeffrey Gray and Julie Messersmith

Location: Hodson Hall, Room 301

**B7: Voices of Young Baltimore**

Presenters: Ileana Gonzalez and Gabriela Rothman

Location: Hodson Hall, Room 303

**B8: Retention and Diversity in the World of Online Learning**

Presenters: Liz McCreary and Debbie Hollick

Location: Hodson Hall, Room 305

**B9: Working with Linguistically and Culturally Diverse Students, Parents, and Families**

Presenters: Dinorah Olmos and Javier von Westphalen

Location: Hodson Hall, Room 311

**B10: Choose Your Group**

Presenters: James Page and Eloiza Domingo-Snyder

Location: Hodson Hall, Room 313

## WORKSHOP SESSION A

### **A1: Speaking Out: Climate, Culture, and Identity**

Presenter: Demere Woolway

Location: Hodson Hall, Room 203

**Abstract:** From February-March 2016, LGBTQ Life sponsored a survey to learn more about lesbian, gay, bisexual, transgender, queer, and allied students at Johns Hopkins University. 562 students participated, from all 9 of Hopkins' schools. We found that 27% of LGBTQ students surveyed had experienced verbal harassment in the past semester, and 53% of LGBTQ participants were not out to a single staff/faculty member. However, 65% of participants rated Hopkins as very or extremely accepting for LGBT people. Join us for an interactive presentation of the data and recommendations for improving the climate.

**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 of the Consortium of Higher Education LGBT Resource Professionals.

### **A2: DREAMers 101: An Introduction to Undocumented Students' Educational Pathways**

Presenter: Erwin Hesse

Location: Hodson Hall, Room 210

**Abstract:** Major federal immigration reform has not occurred since the mid-90's, leaving 11 million undocumented immigrants in the United States in a precarious situation. Twenty states, however, have passed Dream Act laws since 2001. State Dream Act laws allow undocumented high school graduates to enroll at public higher education institutions while paying instate resident tuition. This session will review undocumented student's

educational pathways from K-16, President Obama's Deferred Action for Childhood Arrivals(DACA), and the Maryland Dream Act of 2012.

**Erwin Hesse** is currently the Operations Manager of Admissions at the Johns Hopkins Carey Business School and second year doctoral student at the School of Education. His research focuses on undocumented student recruitment within college admissions offices.

### **A3: Mental Health Conditions – Understanding Challenges and Advancing Inclusion**

Presenter: AJ Nanayakkara

Location: Hodson Hall, Room 211

**Abstract:** This presentation will outline the protections under the Americans with Disabilities Act, and will define and describe different mental health disabilities. The session will present how mental health disorders affect individuals and how the disorders manifest themselves outwardly. Challenges to interacting with persons with mental health disabilities will be discussed, as will be best practices to help provide a more inclusive and supportive, environment. Finally, speakers will provide resources available at the Johns Hopkins Health System to assist individuals with these hidden disabilities.

**AJ Nanayakkara** is the ADA and Accessibility Compliance Consultant for the Johns Hopkins Health System. As part of the JHHS Office of Organizational Equity, AJ consults on accommodation requests and inclusion initiatives for patients, visitors, and employees with disabilities across the Health System.

### **A4: Deaf Health Initiative: Improving Access to Quality Healthcare for the Deaf Community**

Presenter: Kyle DeCarlo

Location: Hodson Hall, Room 213

**Abstract:** The "Deaf Health Initiative: Improving Access to Quality Healthcare for the Deaf Community" presentation will examine the barriers deaf/hard of hearing patients encounter while seeking

medical care and examine ways in which healthcare organizations can better foster an environment of inclusion for members of the Deaf community. These discussions will allow healthcare organizations to better provide quality care and communication for deaf patients while simultaneously improving ADA-compliance and reducing organizational liability.

**Kyle DeCarlo** is a deaf graduate student in the Dept. Health Policy & Management at Johns Hopkins Bloomberg School of Public Health and is the co-founder of the Deaf Health Initiative, a non-profit advocacy-based organization focused on improving the hospital experience for deaf and hard of hearing patients. Kyle is a member of the Medical Policy Team at Johns Hopkins and currently sits on the Johns Hopkins Healthcare Diversity Management Leadership Council and the Johns Hopkins Bloomberg School of Public Health Committee on Equity, Diversity, and Civility. Prior to his positions at Johns Hopkins, Kyle served as a consultant for Harvard Medical School and was responsible for proposing policy changes designed to make Harvard-affiliated hospitals Deaf-friendly.

#### **A5: Blackness in the Ivory Towers: How Ferguson and The Baltimore Uprising Reshaped American Higher Education**

Presenter: Dr. Wendy Osefo  
Location: Hodson Hall, Room 216

**Abstract:** This presentation will explore perceptions of Blackness\* and how it effects student development at Predominantly White Institution (PWI) and society in general following the aftermath of Ferguson, The Baltimore Uprising, and the rise of the Black Lives Matter Movement.

**Dr. Wendy Osefo** is a highly sought after speaker and consultant on issues of race and access in the K-16 education landscape. As a researcher, Wendy examines how race and class influence the learning, achievement, and educational trajectories of African American and other non-dominant students in schools and community settings. Her research focuses on the intersections between race, equity, and underserved student groups in K-12 and post-secondary learning communities.

#### **A6: The Creativity and Innovation Approach: A Tool for Diversity and Inclusion Training**

Presenters: Pedro Lozada and Amber Wagner  
Location: Hodson Hall, Room 301

**Abstract:** Diversity and Inclusion is not only the right thing to do, it's the smart thing to do to maximize innovation and stay competitive in today's world. During this session, participants view excerpts from Inclusion Insights: Stereotypes, Lazy Brains & Unintentional Intolerance.\* Through individual work and group discussion of the video, participants examine how nice, well-meaning people engage in "unintentional intolerance." Participants explore how everyday experiences shape our perspectives and interpretations of the world around us. Unit or division leaders learn of a diversity training resource available to the JHI Community to encourage valuing diversity in the workplace.

\* Inclusion Insights: Stereotypes, Lazy Brains & Unintentional Intolerance is a resource that CTY acquired thanks to a DIG Grant in 2012.

**Pedro Lozada** is Program Manager with CTY International. He holds an MBA from the Universidad de las Americas Puebla and an M.S. in International Studies from Oklahoma State University. He currently participates in the NAFSA Academy for International Education. Pedro has experiences training staff, and developing programs for CTY and its international clients.

**Amber Wagner** graduated with a BA in mathematics and then earned her MA in Teaching from Johns Hopkins. After teaching high school mathematics in the Baltimore area, Amber moved to JHU's Center for Talented Youth, where she has been an active member and chair of the Diversity Leadership Team.

#### **A7: Fostering Inclusive Campus Environments**

Presenter: Joseph Colon  
Location: Hodson Hall, Room 303

**Abstract:** This theoretically based interactive workshop will draw upon the the tenets of both Lewin's (1935) of Person and

Environment Interactions Model and Strange & Banning's four constructs of an Environment to assist higher education professionals in developing organizational environments that are more inclusive and culturally affirming.

**Joseph Colon** serves as the Director of the Office of Multicultural Affairs at Johns Hopkins University - Homewood Campus. Joseph has over 10 years of experience in various higher education and student affairs capacities.

#### **A8: The Marriage of Work-Life Progress and Diversity**

Presenter: Michelle Carlstrom  
Location: Hodson Hall, Room 305

**Abstract:** Work-life and diversity initiatives have been married from the start, and just as marriages now look different, so does this marriage! This session will share cautions around building programs that target the “ideal worker” and will encourage support toward the diversity of individuals’ needs for managing the work-life interface. We will share the Johns Hopkins Work-Life Pledge and the trends and themes gathered from participants and then engage in circle discussions and action planning toward an intentional focus on individual work-life needs across the lifespan.

**Michelle Carlstrom** is the Senior Director of the Office of Work, Life and Engagement at Johns Hopkins University, also serving the Johns Hopkins Health System and Hospital. The office delivers services and programs to assist nearly 50,000 employees through the challenging intersections of work and life, with a focus on keeping people engaged to the workplace and the surrounding community. She holds a Master's Degree in Social Work with a specialization in workplace social work and a Bachelor's in Organizational Communication. Her 20+ year career has spanned Work/Life, EAP, and Wellness programs working with a variety of health care organizations, government agencies, non-profits. She has been a go-to resource in areas of stress management, work/life effectiveness, and managing at-risk employees; she is the creator and coach of the Work-Life Pledge.

#### **A9: I'm First: Supporting First Generation College Students**

Presenter: Dr. Omar Simpson  
Location: Hodson Hall, Room 311

**Abstract:** In 2008, Engle and Tinto reported that over 4.5 million first-generation students were enrolled in postsecondary institutions in the United States. First-generation college students (FGCS) are an integral part of our University, contributing to the great diversity and intellectual life of our undergraduate community. As more FGCS access higher education we must ensure our institution has multifaceted programs and supports that allow them to persist, thrive and complete their postsecondary studies. This workshop offers an overview of FGCS experiences. The presentation includes a discussion of factors linked to college persistence and completion for FGCS and how you can help FGCS in your daily work at JHU.

**Dr. Omar Simpson** is the Assistant Director of the Hop-In program in the Center for Student Success at Johns Hopkins University. He earned his doctoral degree from UNC-Chapel Hill where he also taught several classes in the School of Education and worked with First Generation College Students out of the Office of Undergraduate Education.

#### **A10: Inclusion for Impact: Diversifying the Sustainability Movement**

Presenter: Olivia Zug  
Location: Hodson Hall, Room 313

**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 foster more resilient workplaces and communities, with lasting, transformative outcomes.



**Olivia Zug** is the Outreach & Communications Coordinator for the Johns Hopkins University Office of Sustainability. Olivia works to shift JHU towards a more sustainable culture through communications campaigns and outreach programs as part of the university's Climate Action Plan. At every level, the Office of Sustainability integrates with campus operations, projects, and programs in order to reduce JHU's environmental impact, with equity as a core value.

## WORKSHOP SESSION B

### **B1: Telling Stories: LGBTQA Students at Hopkins**

Presenter: Demere Woolway  
Location: Hodson Hall, Room 203

**Abstract:** Young adults are far more likely than other generations to publicly identify as LGBTQ; this is your opportunity to hear directly from college students about their identities and experiences. In this interactive session, participants are invited to listen to Hopkins students who will share their experiences with coming out, their Hopkins educational experiences, and how they feel about campus climate. There will also be an opportunity for questions. This session is appropriate for staff and faculty who would like to learn more about supporting LGBTQ individuals at Hopkins.

**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 of the Consortium of Higher Education LGBT Resource Professionals.

### **B2: Bystander Intervention: Recognizing Displays of Bias and Developing of Skills to Address It**

Presenters: Karen Fleming, Dominic Scalise, and Anna Coughlan  
Location: Hodson Hall, Room 210

**Abstract:** Women face unconscious bias and other barriers to success in male dominated professions, including the fields of science and engineering. With a view to increase awareness of these issues and create a more inclusive environment, this workshop will address the issue of bystander intervention by demonstration and by examining strategies for successful interventions from the social psychology literature.

**Karen G. Fleming, PhD** is a Professor and Director of Undergraduate Studies in the T. C. Jenkins Department of Biophysics. She received her BA in French from the University of Notre Dame and her PhD in Biochemistry from Georgetown University. Dr. Fleming heads NSF and NIH-funded research lab investigating membrane protein folding. She has a history of mentoring young women and gives seminars and national presentations on expanding the potential of women in STEM. She has received awards for both her scientific research and her diversity efforts.

**Dominic Scalise, BS** is a PhD student writing software that runs outside computers, in the physical world. He laments missing the scientific breakthroughs that will occur after our lifetimes, and believes removing barriers to women and minorities in STEM will accelerate science so we see more of it while we are alive. He received his BS in Mechanical Engineering from UC Berkeley.

**Anna Coughlan, BS** is a rising 5th year Ph.D. student in Chemical and Biomolecular Engineering. For her dissertation, she studies colloid-colloid and colloid-surface interactions and is a recipient of the Whiting School of Engineering Fellowship. She received her B.S. in Chemical Engineering from the University of Rochester, magna cum laude.

### **B3: Working and Living with an Invisible Disability**

Presenter: Karen Clark Salinas  
Location: Hodson Hall, Room 211

**Abstract:** Many chronic diseases are invisible, meaning that they are not apparent to others. The productivity of employees with invisible disabilities can wax and wane depending on energy, pain,

and mood levels. Work, Life and Engagement collaborates with other departments to offer services to employees with invisible disabilities to increase their work-life effectiveness. What can the employee do to help improve his or her health outcomes and overall well-being? Can the organization support the employee and his or her health and career? In this interactive session, participants will discuss when chronic diseases become invisible disabilities, self-care strategies, and Johns Hopkins resources.

**Karen Clark Salinas** is the communications manager for the Office of Work, Life and Engagement at Johns Hopkins University, also serving the Johns Hopkins Health System and Hospital. The office delivers services and events to assist nearly 50,000 employees through the challenging intersections of work and life, with a focus on helping employees build their best work-life fit across the career span. She holds a Master's of Social Work and a Master's of Education, specializing in well-being, adult learning, and using technology to provide high quality professional development. During her 25+ year career at Johns Hopkins, Ms. Salinas has served as the communications director for the National Network of Partnership Schools and disability services coordinator for the School of Education.

#### **B4: Communicating and Navigating the four Generations of the University: Multigenerational Workplace**

Presenter: Calvin Smith  
Location: Hodson Hall, Room 213

**Abstract:** The university setting is one of the most unique settings where at any time you could have a person in the room that represents the four current generations in the workplace. This program will describe the diversity of perspectives of the Silent (Veterans), the Baby Boomers, Generation X, and the emerging Millennial Generation, how they communicate, and some ways to navigate those nuisances. In an effort to gain understanding and foster collaboration between those four constituencies.

**Calvin Smith** joined Johns Hopkins University in 2015 as the Director of Fraternity and Sorority Life where he directly advises 22 chapters comprised of approximately 1500, approximately

30% of the undergraduate population. He holds a M.B.A from Morgan State University and B.S. in Business Administration from the University of Delaware.

#### **B5: Real Talk about Gender Identity and Expression**

Presenter: Seth Rainess  
Location: Hodson Hall, Room 216

**Abstract:** Are your children/patients transitioning? You don't know where to begin? What to say? How to help them? Join Seth Rainess as he offers wisdom from his own life in discussing the surprises, worries, joys and rewards of transitioning for youth and adults today. This workshop is designed to help learn and understand the fundamental building blocks of gender transitioning.

**Seth Rainess, MS** is a trans speaker, author, PFLAG facilitator, WPATH member & advisory board member of CHOP Gender and Sexuality Development Clinic conducting seminars for trans youth, faculty, professional and medical personnel. *REAL TALK FOR TEENS: Jump-start Guide to Gender Transitioning and Beyond*, offers trans teens a foundation for transitioning and a unique perspective on what it takes to be successful in today's world.

#### **B6: Action Workshop - Diversipedia: Writing an Inclusive History**

Presenters: Jeffrey Gray and Julie Messersmith  
Location: Hodson Hall, Room 301

**Abstract:** Wikipedia is a free Internet encyclopedia written by an open community of writers that has become an increasingly important information source for students, scholars, journalists, and citizens. Unfortunately, Wikipedia has a gender and racial bias in the makeup of its contributors and editors. In fact, approximately 90% of Wikipedia's top editors are white men. Further, famous white men are more likely to have Wikipedia pages than equally-accomplished women or minorities. In this workshop, we will help rectify this bias. Participants will learn to create, research, and edit Wikipedia entries, and together, we will create pages for least one humanist and one scientist selected by participants in a poll prior to the workshop.

**Jeffrey Gray** is a professor of chemical and biomolecular engineering in the Whiting School of Engineering. He is a member of the Diversity Leadership Council and, as user jeffreyjgray, he has made 13 contributions to Wikipedia.

**Julie Messersmith** is the Research Programs Manager of the Bloomberg Distinguished Professorships in the Provost's Office. On Wikipedia, as jmesser5, she contributed over 100 edits to 42 unique pages, and she has created 10 new pages.

#### **B7: Voices of Young Baltimore**

Presenters: Ileana Gonzalez and Gabriela Rothman  
Location: Hodson Hall, Room 303

**Abstract:** Johns Hopkins University has taken part in numerous initiatives to integrate with its surrounding Baltimore community, however seldom are the voices of the individuals we serve heard. This workshop will provide participants with results from data collected through interviews administered by school counseling Master's students with the purpose of making meaning out of the relationship between the Johns Hopkins University community and the rising voice of Baltimore: its school-age children. This information will shed light on how many of the current initiatives by JHU influence Baltimore students in light of the current climate in Baltimore city post Freddie Gray. Audience members will be able to use these comments to drive initiatives and change in the area of policies, education, public safety and health so that Johns Hopkins can better integrate and service the Baltimore community.

**Dr. Ileana Gonzalez** is an assistant professor in the area of counseling and human development in the School of Education. As the coordinator for the School Counseling Fellows Program, she is a strong believer in equity and access to a quality education for all students, and believes school counselors are the key to achieving these outcomes.

**Gabriela Rothman** is a graduate student in the School Counseling Fellows program. She is from San Diego, CA and attended Johns

Hopkins as an undergraduate student, where she played volleyball for two years.

#### **B8: Retention and Diversity in the World of Online Learning**

Presenters: Liz McCreary and Debbie Hollick  
Location: Hodson Hall, Room 305

**Abstract:** In this session, we will present the successes and challenges we have had in recruiting and retaining a diverse student population to our online Master's degree. We will share the evolution of our strategy over time, a recap of our current learnings and the questions with which we are still grappling. While we will present what we've learned from our experiences, the purpose of the session is to share from our experience in an effort to have a conversation about diversity in online spaces and to learn from and with session attendees.

**Liz McCreary** manages a team of 18 advisors that oversee support to 1,100 students in a Master of Science in Education degree. She serves as the Assistant Director of Community tasked with designing and supporting an inclusive and responsive community of online learners. She taught high school before joining JHU.

**Debbie Hollick** manages a Master of Science program of 1100 students, 100 adjuncts, and a small but mighty team of five at the School of Education. She taught English at the historic Frederick Douglass High School for several years and then continued her work in other schools before arriving at JHU.

#### **B9: Working with Linguistically and Culturally Diverse Students, Parents, and Families**

Presenters: Dinorah Olmos and Javier von Westphalen  
Location: Hodson Hall, Room 311

**Abstract:** At work, at school, or on the street, the racial make-up of America keeps changing rapidly. According to the US Census Bureau, there are 55 million Hispanics in the United States as of July 1, 2014, making people of Hispanic origin the nation's largest ethnic or racial minority. It is predicted that by the year 2030 the Hispanic population will contribute up to 45% of the nation's

population growth. This presentation emphasizes the importance of awareness of educators, health care providers and administrators to the needs and differences of Latinos. This workshop seeks to educate the audience with facts about the current state of Latinos in United States, and to examine methods and strategies to reach out to Latino students, parents and families for recruitment and retention.

**Dinorah Olmos** has more than 25 years of experience working with Latino students and families in the public and non-profit sectors. This experience includes working at national, state and local levels in health, education and community leaders across the United States and Latin America. She is the founder and presenter of La Escuela, Sus Hijos y Usted workshops for Spanish speaking families around the nation. Currently, Olmos is the Assistant Director for Recruitment for the Johns Hopkins University Center for Talented Youth. She is a strong believer in equity, access and inclusion to a quality education for all students, and believes school, family and community collaboration is essential to achieve these outcomes. She is finishing her Post-graduate education at Johns Hopkins University on Leadership for Schools, Families and Community Collaboration.

**Javier von Westphalen**, CEO of Emergent Element, is a strategy consultant that helps marketers create new markets and expand existing ones with cultural marketing initiatives. He brings a 360\_ senior leadership view as client, agency executive, and entrepreneur. Javier has led health communication campaigns for CDC, FDA, and American Red Cross, and led marketing programs for 500 Fortune companies. He is co-director of Latinos in Social Media and Technology-DC chapter (LATISM), and advisor to Institute for Health Promotion Research, University of Texas Health Science Center at San Antonio. Currently, Javier is managing the Zika awareness campaign in Puerto Rico with CDC. Javier holds a MA in Leadership and Organizational Studies, a BA in Marketing and Finance and post graduate education from Harvard University's Business School and the Northwestern University-Kellogg School of Management.

### **B10: Choose Your Group**

Presenters: James Page and Eloiza Domingo-Snyder

Location: Hodson Hall, Room 313

Choose Your Group is a highly interactive exercise that simulates how we pick the people that we work with - for our teams, tasks, and committees. Given a realistic scenario and portfolios of diverse team members, participants are challenged to balance decision-making processes while learning to recognize and navigate their own and others' biases. As participants share their individual and collective selections for their groups, the great variety for potential solutions to this challenge becomes apparent. Participants leave the experience understanding that cultural competency of a team is an essential factor when seeking "the best" solutions within a diverse work environment.

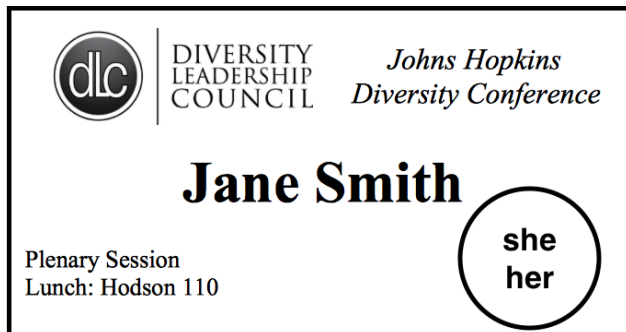
**James Page** is Vice President and Chief Diversity Officer for Johns Hopkins Medicine. In August 2016 he was appointed to serve simultaneously as interim vice provost and chief diversity officer for The Johns Hopkins University. In these roles, he guides system improvements and builds relationships with key stakeholders and the community, and he is responsible for diversity and Inclusion initiatives for the medical center, the medical school, the greater hospital network and university.

**Eloiza Domingo-Snyder** is the Sr. Director and Deputy Chief Diversity Officer at Johns Hopkins Medicine and The Johns Hopkins Health System Corporation in Baltimore, Maryland. Prior to her current role, Eloiza served as the Consultant for Diversity and Inclusion at Cincinnati Children's Hospital Medical Center. She holds a M.S. in Higher Education and Student Affairs with a minor in Counseling and (Concentration in Diversity Education), and a B.A. in Psychology and Sociology with a minor in Spanish.

# Pronoun Stickers

The DLC honors diversity and inclusion with respect to sex, gender, marital status, pregnancy, race, color, ethnicity, national origin, age, disability, religion, sexual orientation, gender identity or expression, or veteran status. We strive to create spaces where all participants feel welcome, including trans and gender non-conforming members of our community.

With this in mind, we encourage all of you to wear a pronoun sticker on your name badge today. It will help us foster an inclusive environment where all genders are acknowledged and respected.



# Homewood All Gender Restrooms

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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