

PROGRAM

7:30 a.m.	Check-In/ Continental Breakfast	Hodson Hall 2 nd Floor Lobby
9:00 a.m.	Plenary Session <i>Welcome – Ashley Llorens Chair, Diversity Leadership Council</i> <i>Plenary Address – Paula M. Neira</i>	Hodson Hall Room 110
10:00 – 11:15 a.m.	Workshop Session A	Hodson Hall
11:15 – 11:45 a.m.	Networking/Coffee Break	Hodson Hall 2 nd Floor Lobby
11:45 a.m. – 1:00 p.m.	Workshop Session B	Hodson Hall
1:30 – 2:30 p.m.	Keynote Luncheon <i>Welcome – Ashley Llorens Chair, Diversity Leadership Council</i> <i>Introduction – Sunil Kumar Provost of the University</i> <i>Keynote Address – Yoruba Richen</i>	Glass Pavilion and Great Hall

Plenary Speaker



Paula M. Neira, JD, MSN, RN, CEN is one of the nation's leading experts on transgender military service. She graduated with distinction from the United States Naval Academy in 1985. A Surface Warfare Officer, she served as a regular and reserve officer including serving in mine warfare combat during Operation Desert Storm. Her military decorations include three Navy Commendation Medals, the Navy

Achievement Medal and the Combat Action Ribbon as well as numerous unit, campaign and service awards. After leaving the Navy in 1991, she began her career as a registered nurse. She is certified in emergency nursing and focused her career on adult emergency care and trauma resuscitation. From 2008-2016, Paula served as the Nurse Educator in Emergency Medicine at The Johns Hopkins Hospital. She also serves as the co-chair of the Johns Hopkins Transgender Medicine Executive Taskforce. In November 2016, she became the Clinical Program Director of the Johns Hopkins Center for Transgender Health. An attorney and member of the Maryland bar since 2001, Paula was a leader in the repeal of the *Don't Ask, Don't Tell* policy. As part of her role at Hopkins, she lectures nationally on the need for improved transgender cultural competence in healthcare. In 2015, she made naval history by becoming the first transgender Navy veteran to have her discharge documentation updated to reflect her correct name by order of the Navy. In 2016, the Secretary of the Navy named her to be the co-sponsor of the USNS HARVEY MILK (T-AO-206). Paula and her partner reside in Bowie, Maryland.

Keynote Speaker



Yoruba Richen is an award-winning documentary filmmaker whose directed films in the U.S. and abroad including Africa, South America and Southeast Asia. Her work has been featured on PBS, New York Times Op Doc, Frontline Digital, New York Magazine's website, The Cut and The Atlantic. Her last feature documentary, *The New Black* won multiple audience awards, won best documentary at the Urbanworld Film Festival and was nominated for an NAACP Image Award and a GLAAD Media Award. It was broadcast on Independent Lens. Yoruba's previous film *Promised Land*, received a Diverse Voices Co-Production fund award from the Corporation for Public Broadcasting and won the Fledgling Fund award for social issue documentary. It aired on POV. Previously, she was an associate producer for the investigative unit of ABC News as well as a producer for the independent news program Democracy Now. Yoruba recently won a Clio award for her short film about the Grammy-nominated singer Andra Day. She has also won the Creative Promise Award at Tribeca All Access and was a Sundance Producers Fellow. Yoruba is a featured TED Speaker, a Guggenheim Fellow and a Fulbright awardee. She is a 2016 recipient of the Chicken & Egg Breakthrough Filmmaker Award. Yoruba is director of the documentary program at the CUNY Graduate School of Journalism.

Diversity Leadership Council 2017 – 2018 Members

Judah Adashi	Ashley Llorens (Chair)
La Toya B. Smith	Pedro Lozada Penalva
Kara Beverly	Bria Macklin
Anthony Boutros	Paul Markakis
Amanda Brown	Stacey Marks
James Calvin	Pam McCann
Alice Cocoros	Ilene McCoy
Barbara Detrick	Mona Mohamed
Marc Edwards	Monica Moody Moore
Michael Falk	Thamanna Nishath
Angela Gilmour	Rhodora Osborn
Mike Glenwick	Laiza Otero
Dan Hale	Balazs P. Vagvolgyi
Mathison Hall	Michael Polydefkis
Erwin Hesse	Maria Rivera
Andre Hickman	Denise Rodriguez
Lynne Jones	Clifton Shambry
Christine Kavanaugh	Paula Teague
Leslie Leathers	AJ Tsang
Mindi Levin	Sean Watkins
Ex-Officio Members	
Joseph Colon	James Page
Heidi Conway	Darlene Saporu
Moses Davis	Kathy Schnurr
Joy Gaslevic	Inez Stewart
Kim Hewitt	Demere Woolway

Event Producer: Erin Gleeson

DLC Subcommittee 2017 – 2018 Goals

Collaborating Across Divisions and Institutions

- Create an organization chart identifying key stakeholders and councils for diversity and inclusion across Hopkins.
- Host a brainstorming session among DLC and divisional diversity councils to propose new mechanisms to facilitate inter-divisional collaboration.
- Identify opportunities to link the DLC with organizations outside Johns Hopkins focused on diversity and inclusion.

Staff ACCESS and Inclusion

- Develop a recommendation around enhancing diversity and inclusion in the staff search process in partnership with Human Resources.
- Develop a recommendation toward creating a culture of participation for retaining staff through participation in community activities, professional organizations and affinity groups within Johns Hopkins.

Faculty Diversity

- Continue to collaborate with the Office of Faculty Affairs on establishing qualitative and quantitative metrics for the Faculty Diversity Initiative.
- Help guide the rollout of Faculty Force toward tracking diversity and development data.

Enhancing the Student Experience

- Create a student experience focus group, comprised of individuals across all JHU student populations.
- Work with key stakeholders to enhance diversity and inclusion in existing department seminars and programming.

Enhancing and Measuring Climate and Culture

- Work with the Office of Institutional Research to create uniformity in climate surveys across Hopkins.
- Create a word cloud graphic that illustrates what it means to be a part of the Hopkins community to be utilized during the onboarding process.

Engaging Surrounding Communities

- Continue to convene the group of JH community engagement programs serving Baltimore to build consensus around pertinent facets of community engagement.
- Host at least two gatherings (one per semester) with Hopkins community engagement programs to share expertise of model programs.

WORKSHOP SESSION A

A1: Telling Stories: LGBTQA Students at Hopkins

Presenter: Demere Woolway

Location: Hodson Hall, Room 203

A2: Debunking Myths

Presenter: Kimberly Hewitt, Joy Gaslevic, Linda Boyd, Kara Beverly, Rachel Coll, and Oana Brooks

Location: Hodson Hall, Room 210

A3: Working and Living with Invisible Chronic Health Issues

Presenter: Karen Clark Salinas

Location: Hodson Hall, Room 211

A4: The Change Agency of Hopkins, Incorporating Diversity and Anti-Racism Education in Community Engaged Work in Baltimore City

Presenter: Abby Neyenhouse and Calvin Haney

Location: Hodson Hall, Room 213

A5: Providing Patient-Centered Care for Latino Immigrants in a Challenging Political Environment

Presenters: Owen Smith and Alejandra Flores-Miller

Location: Hodson Hall, Room 216

A6: Transgender Awareness

Presenters: Dariel Peay and Sabrina Scarborough

Location: Hodson Hall, Room 301

A7: Diversity in Communication

Presenter: La Toya Smith

Location: Hodson Hall, Room 303

A8: Overcoming Obstacles Facing Women in STEM

Presenters: Sylvie DeLaHunt and Rachel Cohen

Location: Hodson Hall, Room 305

A9: FIRST: Encouraging First Generation College Student Success

Presenter: Dr. Omar Simpson

Location: Hodson Hall, Room 313

A10: We're All in This Together: Diversity, Values and Justice Across Work Environments

Presenters: Jessica Harrington and Keilah Jacques

Location: Hodson Hall, Room 311

WORKSHOP SESSION B

B1: The Power of Personal Storytelling

Presenters: Joseph Colon, Carla Hopkins, and John Rawlins, III.

Location: Hodson Hall, Room 203

B2: Anti-Muslim Discrimination Bystander Intervention Training

Presenters: Yousra Yusuf, Keilah Jacques, and Sameer Siddiqi

Location: Hodson Hall, Room 210

B3: Session cancelled

B4: Approaching Institutionalized Racism

Presenter: Shernita Palmer-Lipscomb R.N.

Location: Hodson Hall, Room 213

B5: Creating Inclusive Health Care Environments for the LGBTQ Community

Presenters: Suzanne Dutton, Matthew Brown, Clare Madrigal, and Teresa Walsh

Location: Hodson Hall, Room 216

B6: Neurodiversity 101

Presenter: Meredith Nicholson

Location: Hodson Hall, Room 301

B7: Reframing and Diversifying the Sustainability Movement

Presenters: Olivia Zug, Shane Bryan, and Glenn Ross

Location: Hodson Hall, Room 303

B8: "Ouch!" Moments

Presenters: Rhodora Osborn and AJ Nanayakkara

Location: Hodson Hall, Room 305

B9: Remember back in my day? A conversation about the multi-generational university setting

Presenter: Calvin Smith

Location: Hodson Hall, Room 311

B10: Choose Your Group

Presenters: Erika McMullen

Location: Hodson Hall, Room 313

WORKSHOP SESSION A

A1: Telling Stories: LGBTQA Students at Hopkins

Presenter: Demere Woolway

Location: Hodson Hall, Room 203

Abstract: Come hear the first-person experiences of members of the LGBTQ community at Hopkins. 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.

A2: Debunking Myths

Presenter: Kimberly Hewitt, Joy Gaslevic, Linda Boyd,
Kara Beverly, Rachel Coll, and Oana Brooks

Location: Hodson Hall, Room 210

Abstract: In this interactive workshop you will learn about how agencies and internal offices for equity approach complaints about discrimination, harassment, sexual

misconduct and retaliation. You will have the opportunity to ask questions and participate in an open discussion about what happens when you or one of your colleagues reports a concern about discrimination or harassment and why responding to these concerns is relevant to the health of an organization and pertinent to our national discourse. Presenters will provide general information about how these complex problems are approached from the perspective of an investigator, the standards that are applied and what resources are available to witnesses and parties. Finally, you will have the opportunity to evaluate a hypothetical complex cases study from the perspective of a reporter, witness, supervisor and an investigator as part of a small group exercise.

The Office of Institutional Equity ensures compliance with federal, state and local laws related to affirmative action and equal opportunity; investigates discrimination, harassment, sexual misconduct and retaliation complaints; provides discrimination and harassment prevention and disability services training; collaborates with University partners to support diversity, and serves as a central resource for faculty, staff and students with disabilities.

A3: Working and Living with Invisible Chronic Health Issues

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. She holds an MSW, MEd, and certification as a health and wellness coach. During her 25+ year career at Johns Hopkins, she served four years as the disability services coordinator for the School of Education.

A4: The Change Agency of Hopkins, Incorporating Diversity and Anti-Racism Education in Community Engaged Work in Baltimore City

Presenter: Abby Neyenhouse and Calvin Haney

Location: Hodson Hall, Room 213

Abstract: Abby Neyenhouse and Calvin Haney will present an overview of their work to promote institutional anti-racism work and internalized bias awareness development for the Community Impact Internship Program training orientation. Over the last 7 years they have designed and co-facilitated a 3-hour session that challenges the CIIP interns to examine the negative effects of institutional racism, sexism, classism, and gender/sexual orientation oppression on their ability to do impactful community

engagement. The training builds an individual and collective sense of safety, connection and dignity amongst the CIIP peers and for the residents of Baltimore City.

Abby Neyenhouse is the Senior Assistant Director of Neighborhood and Community Programs at Johns Hopkins University's Center for Social Concern and is an experienced social justice educator, facilitator and programmer. Abby holds her B.A. in Religious Studies and American Government from George Mason University and expects to complete her MPA with a concentration in Nonprofit Management at Johns Hopkins University in 2018. In 2017, Abby was honored as the Supervisor of the Year for Johns Hopkins University and was named the Distinguished Lambda Alumni from George Mason University. Outside of her work at the Center for Social Concern, Abby serves as the Better Waverly Community Organization's Co-Chair and a governing board member at SOURCE.

Calvin Haney currently serves as the Associate Director for Student Involvement and Leadership Development with the American University Center and Student Activities. He has over 10 years of post-graduate leadership and development work in small team leadership development work, diversity & inclusion training, and experiential education. Calvin has provides training and development sessions for students at Johns Hopkins University, George Mason University, Northern Virginia Community College, and American University.

A5: Providing Patient-Centered Care for Latino Immigrants in a Challenging Political Environment

Presenters: Owen Smith and Alejandra Flores-Miller

Location: Hodson Hall, Room 216

Abstract: Latino Immigrants face many barriers to receiving quality health care. These barriers include difficulties accessing culturally competent care, language barriers, health care literacy, insurance, legal status, and discrimination. With the recent increase in immigration enforcement, many Latino immigrants fear that accessing health care services may put them at risk of deportation. Using a relationship and team-based approach, the Bartlett Specialty Practice's Latino Service Team has successfully engaged and retained HIV positive Latino patients in care. This approach can be adapted to fit other settings to not only ensure excellent patient-centered care, but also to strengthen and unify the public health effort to prevent increasing morbidity and mortality due to HIV in the Latino immigrant community.

Owen Smith is an Nurse Case Manager at the Bartlett Specialty Practice. He began working at the Bartlett Practice (formerly the Moore Clinic) in March 2015 after graduating from Johns Hopkins School of Nursing in 2014. Owen is from Pennsylvania and spent several years living in Latin America as an interpreter in Ecuador and a Peace Corps Volunteer in a Central American immigrant village in Belize. He has been involved with CASA, Esperanza Center, Centro Sol, as well as other community organizations and is dedicated to serving the Latino community in Baltimore.

Alejandra Flores-Miller is a Senior Outreach Worker at the Bartlett Specialty Practice. Alejandra is originally from Monterrey, Mexico. She has worked with the Latino community in Baltimore for nine years on HIV prevention, testing and linkage to care with Baltimore City Health Department. In 2016 she joined the Moore Clinic Team to work as a patient navigator and to help run a support group that serves Latinos living with HIV.

A6: Transgender Awareness

Presenters: Dariel Peay and Sabrina Scarborough

Location: Hodson Hall, Room 301

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

Dariel Peay is the Core Service Specialist Lead for the Johns Hopkins Health Systems Patient Access Services (ARS). She has been with Johns Hopkins since 2007. She has a degree in Network Systems Administration and is pursuing her bachelors in Cyber Security. Dariel is a dedicated Transgender activist. In addition, she is a facilitator for the Johns Hopkins Safe Zone training and the secretary for "The Hopkins Network."

Sabrina Scarborough is the Campus Operations Manager for the JHU School of Nursing. She has been with JHU since 1997. She received her degree in Criminal Justice and

Emergency Management and is currently taking classes in the Master of Liberal Arts from Advanced Academics Program. Sabrina facilitates Safe Zone and Transgender Awareness trainings for Johns Hopkins and received the 2016 Diversity Recognition Award from the Johns Hopkins Diversity Leadership Council (DLC). She lives with her partner, Carrie, and their three sons.

A7: Diversity in Communication

Presenter: Dr. La Toya Smith

Location: Hodson Hall, Room 303

Abstract: Replaying a conversation internally, you ask yourself a series of questions that lead you to wonder, "What just happened?" We all communicate, directly and indirectly, with others in our daily lives. How might we communicate more effectively to support being heard, respected, and understood by listeners? This session will explore how intrapsychic factors, contextual factors, and the interplay between these factors influence the intent and impact of our communication. Effective communication strategies, techniques of de-escalation, and insight/awareness tools will be reviewed to facilitate communication in professional and personal lives. Through role-play and discussion activities, participants will apply best practices to strengthen newly learned skills and combine new strategies with existing communication styles.

La Toya Smith, PhD is a licensed clinical and counseling psychologist and faculty member at The Peabody Institute of The Johns Hopkins University. In the Fall 2016 semester, she transitioned from her former clinical role at Hopkins to

begin teaching and open her private practice, LFW Clinical, Counseling & Community Consulting, LLC.

A8: Overcoming Obstacles Facing Women in STEM

Presenters: Sylvie DeLaHunt and Rachel Cohen

Location: Hodson Hall, Room 305

Abstract: Implicit biases, Imposter Syndrome, and institutional obstacles are a few of the factors that continue to hinder diversity recruitment and retention efforts in STEM fields. This session will provide an overview of the common deterrents that disproportionately discourage women and underrepresented minorities. We will also address the importance of openly discussing these obstacles with students, educators, and industry professionals to raise awareness, encourage dialogue, and promote change. Finally, we hope to engage with audience members to share the Johns Hopkins community's current efforts to support female students, scientists, and engineers, and to brainstorm future initiatives to reduce the gender gap.

Sylvie DeLaHunt is a Guidance, Navigation, and Control Engineer at JHU/APL and the Diversity and Inclusion Chair Elect for the Society of Women Engineers (SWE@APL). She completed her B.S. ('14) and M.S. ('16) in Aerospace Engineering at the University of Maryland with the support of a NSF Graduate Research Fellowship.

Rachel Cohen is a Cyber Software Engineer in the Asymmetric Operations Sector at JHU/APL. She completed her B.S. ('16) in Computer Science at the University of

Maryland, Baltimore County and currently pursuing a M.S. in Computer Science at Johns Hopkins University.

A9: FIRST: Encouraging First Generation College Student Success

Presenter: Dr. Omar Simpson

Location: Hodson Hall, Room 313

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 has served as a student affairs administrator for over seven years. Dr. Simpson has worked on retention programs and services that provide academic and transitional support to enhance student learning and promote student success. He serves as the Assistant Director for the Hop-In program in the Center for Student Success. In addition, Dr. Simpson co-manages the Mentoring Assistance Peer Program (MAPP).

A10: We're All in This Together: Diversity, Values and Justice Across Work Environments

Presenters: Jessica Harrington and Keilah Jacques

Location: Hodson Hall, Room 311

Abstract: Values guide our decisions and impact our perspectives and evaluation of experiences. In identifying and sharing values, we create opportunities to engage and connect with people of diverse backgrounds in meaningful ways. The construction of shared values is the starting point for social justice action. By the end of the session, participants will have identified some of their own values and helpful resources for facilitating dialogue around values and social justice issues in various settings. This session aligns with JHU's commitment to creating an inclusive community that facilitates engagement among diverse populations both internally and externally.

Jessica Harrington has provided guidance and support for both graduate and undergraduate populations for past nine years in the Bloomberg School of Public Health. She is dedicated to helping students achieve both academic and personal success. She possesses a graduate degree in public administration.

Keilah Jacques earned her graduate degree in community organizing and her undergraduate degree in social work. She currently works to advance curricular and co-curricular efforts to further social justice and critical consciousness in service-learning and community engaged efforts for faculty and students in Public Health, Nursing, and Medicine.

WORKSHOP SESSION B

B1: The Power of Personal Storytelling

Presenters: Joseph Colon, Carla Hopkins, and John Rawlins, III.

Location: Hodson Hall, Room 203

Abstract: This session will examine the power of personal storytelling in building trust and cultivating deeper understanding with those of different identities. Utilizing professional facilitation skills, presenters will lead participants in using their voice to tell, "their story" in expressing joy, pain, excitement, disappointment, shame and other sentiments that often accompany issues around identity marginalization. This session will also examine what role vulnerability plays in providing optimal service to constituent groups, and what prevents us from connecting at this level.

Joseph Colon is the Director for The Johns Hopkins University Office of Multicultural Affairs. Joseph is a dedicated diversity professional that has been a member of the Johns Hopkins community since 2000. He leads the team of multicultural professionals in OMA, who focus on leadership development, cultural programming implementation and diversity education primarily for the undergraduate community.

Carla Hopkins is the Assistant Director for Diversity Education in the Johns Hopkins Office of Multicultural Affairs where she creates and implements training to raise cultural awareness and competency. She also partners with

the JHU community as well as the community-at-large in developing non-traditional diversity experiences. She has served in the Office of Multicultural Affairs since 2000.

John Rawlins, III. is the Assistant Director for Leadership Programs in the Johns Hopkins Office of Multicultural Affairs. John is responsible for creating training and other experiences that assist students in identifying, leveraging and maximizing their leadership capacity utilizing their identities. John has been member of the Johns Hopkins community since 2014.

B2: Anti-Muslim Discrimination Bystander Intervention Training

Presenters: Yusra Yusuf, Keilah Jacques, and Sameer Siddiqi

Location: Hodson Hall, Room 210

Abstract: Between 2014-2016, hate crimes targeting Muslims jumped by 584 percent*. In the past year alone, there was a 44 percent increase in anti-Muslim hate crimes*. The climate of hate is exacerbated by increasing government surveillance and profiling and the growth of an Islamophobia industry that works to vilify Muslims in America. This workshop seeks to train students, staff, and faculty on practical skills to safely and effectively disrupt bias and discrimination incidents. The workshop will help identify barriers to intervening and address ways to overcome barriers to intervene and support individuals facing an attack. The workshop has been developed in collaboration with experts in anti-Muslim discrimination and diversity/inclusion capacity building at GWU Graduate

School of Education and Harvard School of Public Health.

*Council of American Islamic Relations. The Empowerment of Hate- Civil Rights Report 2017. 2017. Available at: <http://www.islamophobia.org/images/2017CivilRightsReport/2017-Empowerment-of-Fear-Final.pdf>. Accessed on: June 12, 2017.

Yusra Yusuf is a PhD Candidate in the Department of Population, Family and Reproductive Health. Her research revolves around sexual and reproductive health, health disparities, and health of underserved immigrant communities in community-based settings. Yusra is the President of Students United for Peace and the PopFam Organizing Committee at the Johns Hopkins Bloomberg School of Public Health.

Keilah Jacques earned her graduate degree in community organizing and her undergraduate degree in social work. She currently works to advance curricular and co-curricular efforts to further social justice and critical consciousness in service-learning and community engaged efforts for faculty and students in Public Health, Nursing, and Medicine.

Sameer Siddiqi is a CLF-Lerner Fellow and PhD Candidate in Health and Public Policy in the Department of Health Policy and Management. Sameer's research focuses on the role of researchers in policy decision-making, knowledge exchange, and implementation science issues in the context of food policy. Sameer is also an organizer within the DC-area Muslim community.

B4: Approaching Institutionalized Racism

Presenter: Shernita Palmer-Lipscomb R.N.

Location: Hodson Hall, Room 213

Abstract: Institutionalized Racism is alive and well. It is an insidious process that affects employees from all cultural backgrounds. Racism stems from taught beliefs, anger, and most importantly, denial – especially from those who are implementing behavior indicative of what defines racism. Do most people understand racism? Do people understand its affects emotionally? Racism is far more than the conception of Whites hating Blacks, Americans hating Muslims, it requires first the belief, second, the thought, and third, the implementation.

Shernita Palmer-Lipscomb R.N. has been a Hopkins Bayview employee now for 25 years. Her career began first as a tech, becoming a nurse in those two years and she stayed in the ICU setting first in the Surgical unit and now in Burn Unit for 15 years. She has worked in most areas of the hospital. She completed her bachelor's degree two years ago and is working on a master's degree. She did a travel assignment working in the Open Heart Intensive Care at Sinai, later doing Emergency Room at Good Samaritan Hospital, but she always stayed planted at JHB.

B5: Creating Inclusive Health Care Environments for the LGBTQ Community

Presenters: Suzanne Dutton, Matthew Brown, Clare Madrigal, and Teresa Walsh

Location: Hodson Hall, Room 216

Abstract: A 2010 study found that more than half of lesbian, gay, and bisexual respondents and 70% of transgender respondents had experienced discrimination by healthcare providers. (American Geriatric Society, LGBT Position Statement, 2015). At Sibley Hospital, they created a goal to become “The Most Welcoming Hospital to the LGBT Community.” To work toward this goal, they originated a LGBTQ committee and established criteria that would improve the inclusivity to the LGBTQ community. Utilizing national recommendations, they developed goals and implemented several initiatives within one year. The completed goals included staff education, community outreach, and an approved IRB study.

Suzanne Dutton, MSN, RN, GNP-BC, works as a geriatric advanced practice nurse at Sibley Memorial Hospital. She received her BSN at Fairfield University, her master’s degree from Yale University, and is currently enrolled as a doctorate student at Johns Hopkins School of Nursing. She co-created the LGBTQ committee at Sibley Hospital, April 2016.

Matt Brown is a Geriatric Nurse Navigator at Sibley. He received a BSN from Salisbury University, and an MSN from George Mason. He has been working to build patient-focused connections between the Innovation Hub’s design thinking projects and the front lines of Sibley, as well as quality improvement efforts at the local and system level.

Clare Madrigal has been an Emergency Room nurse for 10 years. She earned her RN at Mercy Hospital School of Nursing in Miami, FL. Clare is also Sibley Hospital's new LGBTQ Resource Nurse where she is an educator and

advocate for patients, staff and the community. Pronouns: she, her.

Dr. Teresa (Terry) Walsh serves as the lead Administrative Patient Care & Nurse Residency Coordinator at Sibley Hospital. Dr. Walsh is an Adjunct Assistant Professor at The Catholic University of America School of Nursing. Dr. Walsh has worked closely with the LGBTQ committee, using analytic and research skills to build a “gay-friendly” environment.

B6: Neurodiversity 101

Presenter: Meredith Nicholson

Location: Hodson Hall, Room 301

Abstract: The concept of neurodiversity originates among autistic self-advocates and recognizes that differences in brain function are natural variations to be embraced instead of shunned. Many of us know and or work with individuals who are autistic or otherwise neurodiverse (ex. ADD/ADHD, dyslexia, sensory processing disorder) yet we are often left out of inclusion efforts. Join us for a workshop which breaks down what neurodiversity truly means and how your social justice efforts can be inclusive of our community. This workshop will take an intersectional approach regarding how the ableism which neurodiverse people face interacts with race, gender, sexuality, and more.

Meredith Nicholson is an autistic self-advocate and MSPH student at the Bloomberg School of Public Health. Meredith is a former Wendy Klag Center intern where she researched the impact of age of autism diagnosis on health outcomes

and is currently writing a master's essay on the needs of LGBTQ autistics.

B7: Reframing and Diversifying the Sustainability Movement

Presenters: Olivia Zug, Shane Bryan, and Glenn Ross

Location: Hodson Hall, Room 303

Abstract: Environmental problems are social problems. Environmental solutions will be social solutions. Yet too often, these are discussed in isolated spheres. This session will bring these issues together by discussing the history of environmental racism and injustice in Baltimore City as well as the work being done to address inequity. Learn what's been accomplished thus far, how SOURCE and the Office of Sustainability work to unite campus and community, and what remains to be done.

Olivia Zug is the Outreach & Communications Coordinator for the Johns Hopkins University Office of Sustainability. Olivia works to shift JHU toward 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.

Shane Bryan serves as Assistant Director of JHU SOURCE, the center for community engagement and service-learning. He advises students and student groups involved in the Baltimore Community, coordinates co-curricular service-learning projects, plans events exploring Baltimore's history

as it relates to social justice and builds upon relationships with SOURCE partnering organizations.

Glenn Ross is the founder/chair of the Southeast Community Stakeholders Coalition, Vice Chair of the Southeast Community Organization, Vice President of Banner Neighborhoods, Co-PI Partnership for a Healthier East Baltimore, and is a Community Consultant for JHU SOURCE. Glenn has worked under three Mayors of Baltimore City and coordinated several city-wide programs such as: Shape-up Baltimore, Mayor's Campaign for a Cleaner Baltimore, and Citizens Planning and Housing Association's Neighborhoods Resource Bank to name a few.

B8: "Ouch!" Moments

Presenters: Rhodora Osborn and AJ Nanayakkara

Location: Hodson Hall, Room 305

Abstract: The Equal Employment Opportunity Commission enforces federal laws prohibiting discrimination, harassment and retaliation in the workplace. Inappropriate Interactions among and between supervisors and/or coworkers that can be perceived as hostile and directed toward an employee's race, color, religion, national origin, age, disability, gender, sexual orientation, or gender identity could lead to possible violations of the law. Organizational Equity (OE) investigates these concerns at the Johns Hopkins Health System. OE will introduce guidelines and present scenarios of workplace interactions that include discriminatory comments. Attendees will identify problematic aspects and workshop inclusive alternatives, learn best practices consistent with establishing a discrimination- and harassment-free work

environment, and discuss strategies for becoming a workplace ally.

Rhodora Osborn (Manager, Organizational Equity), has been an ADA/AAP Compliance Specialist, and EEO Compliance Consultant at Johns Hopkins Health System. She completed her BA in Psychology and Education, and her Law degree. Rhodora has worked with the Philippine Senate, Philippine Department of Labor and Employment, and a law firm in the Northern Mariana Islands.

AJ Nanayakkara (ADA / Accessibility Compliance Consultant), earned a MA in International Affairs with a Concentration in Disability Policy from American University. Prior to joining the Johns Hopkins Health System, AJ served as an Accessibility Consultant and the Executive Director of a nonprofit organization. He provided expertise in accessibility, disability policy, disability education, and vocational training.

B9: Remember back in my day? A conversation about the multi-generational university setting

Presenter: Calvin Smith

Location: Hodson Hall, Room 311

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 five current generations in the workplace. This program will describe the diversity of perspectives of the Silent (Veterans), the Baby Boomers, Generation X, Millennial Generation, and the emerging Generation Z, how they communicate, and some ways to

navigate those nuisances in an effort to gain understanding and foster collaboration between those five constituencies.

Calvin Smith is currently serving as the director of Fraternity and Sorority Life at JHU. He directly advises 24 organizations comprising ~30% of the undergraduate population at Hopkins.

B10: Choose Your Group

Presenters: Erika McMullen

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.

Erika McMullen is the founder and principal consultant at Moxie Consulting Group, LLC. She provides clients with strategic solutions for diversity, inclusion, cultural competency, language access, health equity, and talent development. Erika is a public speaker, facilitator and educator. She has been a guest lecturer at Xavier University, University of Cincinnati, and Johns Hopkins University.

Mother's Room

Garland Hall – Basement – Room 97

This year the DLC has collaborated with the Office of Work, Life, and Engagement to set up a Mother's Room for our guests. Nursing mothers can now find a quiet and private space at the conference to pump and store their milk. Please stop by the front desk of the Registrar in the basement of Garland and let them know you would like to use room 97. In the room you will find an Ameda hospital-grade pump and a refrigerator for storage. In order to use the hospital-grade pump, you will need to bring your own Ameda accessory kit (e.g. flanges, tubing, bottles, adapter cap, etc.). If you don't have an Ameda pump, please feel free to bring your own. We will have part of the room set aside for storing guests' personal pumps during the conference, but please keep in mind that the room will be left unmonitored throughout the day.

All Gender Restrooms

Hodson Hall – Second Floor

Today we are making the restrooms on the second floor of Hodson Hall open to people of all genders. Our goal is to make the restrooms more broadly accessible during the conference and to address concerns about harassment and discrimination that transgender and gender non-conforming individuals often face when using public restrooms. Should you prefer a single-gender restroom, they are available on the 1st and 3rd floors of the building. Thank you for helping us to make the Diversity Conference – and the Johns Hopkins community – safer and more inclusive for all.

Prayer and Meditation Room

Shriver Hall – Basement – Room 16

Did you know that, in addition to the Interfaith Center, the Homewood Campus has a room on the south end of campus specifically for prayer and meditation? Should you need to take a break from the conference, head over to Shriver Hall (Building #3 on the map on the last page of this program),

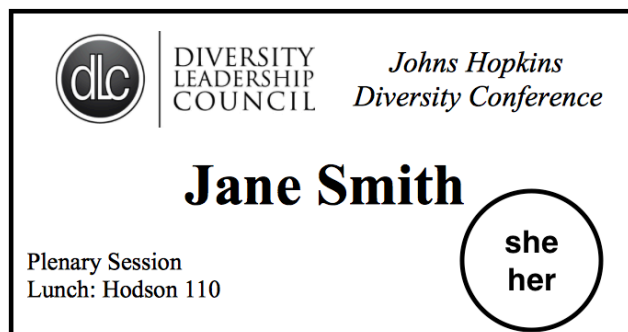
where you will find prayer mats, meditation cushions, and a quiet space for reflection.

NOTES

Pronoun Stickers

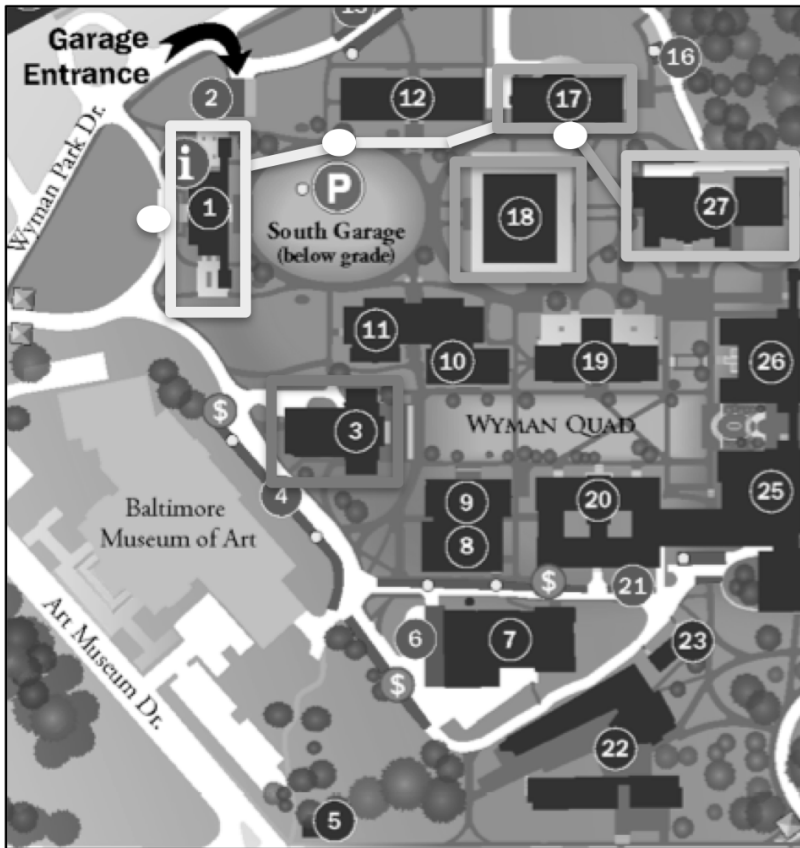
The DLC honors diversity and inclusion with respect to sex, gender, marital status, pregnancy, race, color, ethnicity, national origin, age, disability, religion, sexual orientation, gender identity or expression, or veteran status. We strive to create spaces where all participants feel welcome, including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



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- Shriver Hall: #3
- Mason Hall: #1
- Hodson Hall: #17
- Glass Pavilion: #27
- Great Hall: #27
- Garland Hall: #18