

DIVERSITY LEADERSHIP COUNCIL

15th Annual

**Diversity &
Inclusion
Conference**

October 19, 2018

8:30 a.m. - 4:15 p.m.

HOMewood CAMPUS

JOHNS HOPKINS
UNIVERSITY & MEDICINE

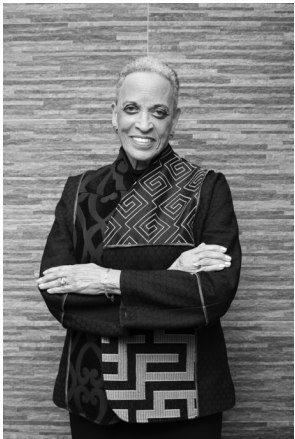
PROGRAM

7:30 – 8:30 a.m.	Check-In/ Continental Breakfast	Hodson Hall 2 nd Floor Lobby
8:30 – 9:45 a.m.	<u>Plenary Session</u> <i>Welcome – Ashley Llorens, Co-Chair, Diversity Leadership Council</i> <i>Moderated Discussion – Howard Ross and Dr. Johnnetta Cole</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 – 2:45 p.m.	<u>Luncheon Session</u> Performance by members of Bergamot Quartet <i>Welcome –Fenimore Fisher, Co-Chair, Diversity Leadership Council</i> <i>Deans Roundtable</i>	Glass Pavilion and Great Hall
3:00 – 4:15 p.m.	Workshop Session C	Hodson Hall

Plenary Session



Howard Ross is a lifelong social justice advocate and the Founding Partner of Cook Ross. He is considered one of the world's seminal thought leaders on identifying and addressing Unconscious Bias. Howard authored the Washington Post best seller, *Everyday Bias: Identifying and Navigating Unconscious Judgments in Our Daily Lives* (published by Rowman and Littlefield in 2014) and *Reinventing Diversity: Transforming Organizational Community to Strengthen People, Purpose and Performance*, (published by Rowman and Littlefield in conjunction with SHRM in 2011). His new book, *Our Search for Belonging: How the Need to Connect Is Tearing Us Apart*, was published by Berrett-Koehler in 2018.

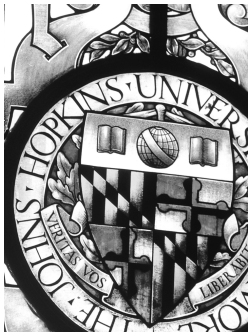


Dr. Johnnetta Betsch Cole is a Principal Consultant with Cook Ross. Before assuming her current position, she served for eight years as the Director of the Smithsonian National Museum of African Art. After receiving a Ph.D. in anthropology with a specialization in African Studies from Northwestern University, Dr. Cole held teaching and administrative positions in anthropology, women's studies, and African American studies at several colleges and universities. She served as the president of both historically Black colleges for women in the United States, Spelman College and Bennett College, a distinction she alone holds. She has authored and edited several books and numerous articles for scholarly and general audiences.



Renee Y. Chenault-Fattah (moderator) is an attorney and broadcast journalist and was previously an anchor at NBC10 which she joined in 1991. Prior to NBC10, she was with WXIA-TV in Atlanta, Georgia. She practiced law in New York City and remains a member of the New York Bar. In addition, she serves as a member of the Johns Hopkins University Board of Trustees. Ms. Chenault-Fattah is a member of various professional organizations, including The National Association of Black Journalists and the National Association for the Advancement of Colored People (NAACP). An active member of the community, Ms. Chenault-Fattah speaks at local schools, church congregations and civic organizations about journalism, law and ethics, and the importance of education. She is currently a member of The Parent Association of The Springside School and serves on the Board of Trustees for the Philadelphia Art Museum and the Board of Trustees for Springside Chestnut Hill Academy. She is also a member of the Forum of Executive Women. Ms. Chenault-Fattah holds a Bachelor of Arts Degree in Political Science from Johns Hopkins University, a JD degree in law from the University of Pennsylvania and a Master of Arts in Journalism from the University of Missouri.

Luncheon Session



JHU Deans Roundtable

Deans from several JHU divisions will share best practices and discuss future plans to execute the JHU Roadmap on Diversity and Inclusion. Their dialogue will reflect their individual leadership styles and the needs of their respective schools.

Moderated by President Ronald J. Daniels

Dean Fred Bronstein
Peabody Institute

Dean Patricia Davidson
School of Nursing

Dean Bernard Ferrari
Carey Business School

Dean Christopher Morpew
School of Education

Dean Ed Schlesinger
Whiting School of Engineering

Dean Beverly Wendland
Krieger School of Arts and Sciences

Diversity Leadership Council 2018 – 2019 Members

Judah Adashi	Karen Greene	Ramin Mojtabai
Megan Barrett	Dan Hale	Kim Moton
Kara Beverly	Mathison Hall	David Newton
Anthony Boutros	Rigoberto Hernandez	Laiza Otero
Amanda Brown	Virginia Herring	Michael Polydefkis
Crystal Burns	Kim Hewitt	Marie Polymise-Williams
James Calvin	Jeannine Heynes	Gloria Ramsey
Boi Carpenter	Cherita Hobbs	Noemi Rice
Joseph Colón	Aaron Hodukavich	Darlene Saporu
Heidi Conway	Keilah Jacques	Kathy Schnurr
Moses Davis	Lynne Jones	Clifton Shambry
Barbara Detrick	Christine Kavanagh	Inez Stewart
Michael Falk	Leslie Leathers	AJ Tsang
Irene Ferguson	Mindi Levin	Balazs Vagvolgyi
Kathy Forbush	Pedro Lozada Penalva	Michael Ward
Joy Gaslevic	Stacey Marks	Sean Watkins
Angela Gilmour	Tanya McMillian	Demere Woolway
Mike Glenwick	Liz Mengel	
Jeff Gray	Mona Mohamed	

Fenimore Fisher, Co-Chair
Ashley Llorens, Co-Chair

Event Producer: Erin Gleeson, Office of Diversity and Inclusion

DLC Subcommittee 2018 – 2019 Objectives

Collaborating Across Divisions and Institutions

- Complete the creation of an organization chart that identifies the major diversity and inclusion entities across Hopkins.
- Socialize the organization chart with key stakeholders and identify specific collaboration opportunities across Divisions around diversity and inclusion.

Staff Access and Inclusion

- Work with Human Resources to identify the employee life cycle to include recruitment and advancement for URM staff.
- Examine metrics of success as it relates to staff retention through climate, recognition, and onboarding.

Faculty Recruitment and Development

- Work with Faculty Affairs to assess the efficacy of the Faculty Diversity Initiative at the department level and develop recommendations around a prospective follow-on initiative.
- Propose faculty retention metrics along with best practices around using them to provide early indication of undesirable attrition of underrepresented faculty.
- Engage LGBTQ faculty, faculty with disabilities, and faculty who are veterans to explore issues and challenges relating to recruitment and retention.

Campus Security

- Work with the Vice President of Security to review mechanisms that ensure that safety and security personnel are well-trained and equipped to handle situations in a way that is consistent with JH's commitment to diversity and inclusion.
- Create opportunities to enhance open, timely, and appropriate dialog concerning issues related to Campus Safety and Security at JH to internal and external stakeholders.
- Collaborate with the administration to understand the data demonstrating the impact and effectiveness of campus-based policing.

Enhancing the Student Experience

- Organize a student poster session during the DLC Awards ceremony in May 2019.
- Create a database of key student affinity and D&I groups across JH.

Community Engagement

- Develop best practices and recommendations for improving coordination among JH community engagement program leaders, with emphasis on accountability, transparency, and humility.
- Provide role model recommendations for community engagement concerning university efforts in Baltimore.

WORKSHOP SESSION A

A1: Sexual Harassment in Academia

Presenters: Anne-Elizabeth Brodsky and Karen Fleming
Location: Hodson Hall, Room 203

A2: The Power of Personal Storytelling

Presenters: Joseph Colón, Kwame Phillips, and Rezwana Zafar
Location: Hodson Hall, Room 210

A3: Case Studies & Conversation: Evaluating workplace discrimination and harassment cases from the lens of a reporter, witness, supervisor, and an investigator

Presenters: Office of Institutional Equity
Location: Hodson Hall, Room 213

A4: Increasing the Surgical Specialty Pipeline: An Otolaryngology Clerkship for Underrepresented Minority Students

Presenters: Carrie Nieman and Deidra Crews
Location: Hodson Hall, Room 305

A5: Bridging the gap between the immigrant community and health insurance – Centro SOL's case of providing healthcare access for Latinos

Presenters: Mónica Guerrero Vázquez, Isabel Fernandez Abaunza, and Sarah Polk
Location: Hodson Hall, Room 311

A6: Breaking Barriers: Creating Inclusive Campus Involvement

Presenters: Donna-Lee Mahabeer, Clifton E. Shambry Jr., Liz Pence, and Caitlin Tumey
Location: Hodson Hall, Room 313

WORKSHOP SESSION B

B1: The Missing Link: Unpacking Femininity within Higher Education

Presenter: Jeannine Heynes
Location: Hodson Hall, Room 203

B2: Practicing Justice: Critical Reflection as a Framework for Justice and Inclusion

Presenter: Keilah Jacques
Location: Hodson Hall, Room 210

B3: Welcoming JHU's Global Community

Presenters: Pedro Lozada, Moses Davis, Shari Lawson, John Lorch, and Damani Piggott
Location: Hodson Hall, Room 213

B4: Access and Acceptance for Veterans on College Campuses

Presenter: Elizabeth Hall
Location: Hodson Hall, Room 305

B5: Beyond Latinx Inclusion: The JHM Media Team Case and the Science Behind it

Presenters: Audrey Huang and Alsy Acevedo
Location: Hodson Hall, Room 311

B6: Can you believe it!?

Presenters: Kathy Schnurr and Maeba Jonas

Location: Hodson Hall, Room 313

WORKSHOP SESSION C

C1: Disability Etiquette

Presenters: Aaron Hodukavich, AJ Nanayakkara, and
Bonnielin Swenor

Location: Hodson Hall, Room 203

C2: MicroTriggers

Presenter: Cynthia Featherson

Location: Hodson Hall, Room 210

C3: APL Mosaic Project

Presenters: John W. Burke and Crystal Farmer

Location: Hodson Hall, Room 213

C4: Transgender Awareness

Presenters: Sabrina Scarborough and Dariel Peay

Location: Hodson Hall, Room 305

WORKSHOP SESSION A

A1: Sexual Harassment in Academia

Presenters: Anne-Elizabeth Brodsky and Karen Fleming

Location: Hodson Hall, Room 203

Abstract: In June 2018 the National Academies of Sciences, Engineering & Medicine (NASEM) released the results of a study entitled "Sexual Harassment of Women: Climate, Culture, and Consequences in Academic Sciences, Engineering and Medicine." This comprehensive report cites literature suggesting that 58% of women in academics experience some kind of harassment. Simply as a validation of women's experiences, this comprehensive, nearly 300-page document is already highly impactful because it sends an important message: If you have been a target, you are not alone. This workshop will be focused around the main findings of this NASEM study with the goal of empowering members of the Johns Hopkins academic community to identify strategies and practices to improve our culture.

Karen Fleming is a Professor in the T. C. Jenkins Department of Biophysics. She received her PhD in Biochemistry from Georgetown University and her BA from the University of Notre Dame. Dr. Fleming heads an NSF and NIH-funded research lab investigating membrane protein folding. Dr. Fleming runs workshops and gives seminars on achieving gender equity in STEM, has received two Diversity Innovation Grants for work in this area and was part of the creative team for the Women of Hopkins exhibit. Dr. Fleming is currently the Co-Chair of the Homewood Women Faculty Forum.

Anne-Elizabeth Brodsky has taught in the Expository Writing Program since 2007. She is the co-chair of the Women Faculty Forum at Homewood (formerly the Committee on the Status of Women) and runs workshops for JUMP, Hop-In, and the Center for Educational Resources.

A2: The Power of Personal Storytelling

Presenters: Joseph Colón, Kwame Phillips, and Rezwana Zafar

Location: Hodson Hall, Room 210

Abstract: There is a perception that sharing personal experiences is not a professional tool in the workplace. This session will challenge that perspective and examine how leveraging personal experiences adds value and greater outcomes in professional environments. This interactive session will also provide best practices and strengthen your identity toolkit.

Joseph Colón has been a student affairs professional for 20 years. Currently, he serves as the Director for the Office of Multicultural Affairs (OMA) at JHU. As a part of the Diversity and Inclusion team, OMA is focused on supporting, engaging, and empowering students through leadership development, programming, and diversity education.

Rezwana Zafar serves as the Assistant Director for Leadership Development within the Office of Multicultural Affairs. She is an immigrant from Bangladesh and has spent much of her childhood growing up in Queens, NY. As an undergraduate student at Stony Brook University, she learned about the power of community organizing and became an

environmental justice activist. She earned a M.S. in Natural Resources at The University of Vermont, and as luck would have it, entered the world of student affairs.

Kwame Phillips currently serves as the Assistant Director for Programming and recently joined our team last year. His passion and experiences around diversity has led him to empower our student population in identity consciousness advocacy and social justice efforts. His cross-cultural approach has provided an authentic dialogue and formed solid partnerships around identity.

A3: Case Studies & Conversation: Evaluating workplace discrimination and harassment cases from the lens of a reporter, witness, supervisor, and an investigator

Presenters: Kimberly Hewitt, Joy Gaslevic, Linda Boyd, Kara D. Beverly, Steven Book, Heeral Chehl, Laura Giantris, and Susan K. Lee Bathgate

Location: Hodson Hall, Room 213

Abstract: In this interactive workshop you will evaluate hypothetical complex case studies as part of small group exercises. Presenters will provide general information about how these often nuanced problems are approached from the perspective of an investigator, the standards that are applied, and what resources are available to witnesses and parties. Through these case studies, you will: learn about how agencies and internal offices for equity approach complaints about discrimination, harassment, sexual misconduct and retaliation; 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 consider why responding to these concerns is relevant to the health of an organization and pertinent to our national discourse.

Kimberly Hewitt was appointed Vice Provost for Institutional Equity at Johns Hopkins University and began in March 2017. She has served as the director of the Office for Equal Opportunity and Affirmative Action (EOAA) since 2007 and Deputy Chief of Staff for the Office for Equity and Diversity since 2014 at the University of Minnesota. Prior to coming to the University in the fall of 2007 she served as assistant dean for students and multicultural affairs at Hamline University School of Law. Ms. Hewitt has 14 years of experience practicing law in the areas of employment, labor, and education law. She was previously a partner in the law firm Rider Bennett and has served as an in-house attorney for the Minneapolis Public Schools. Ms. Hewitt holds an A.B. from Stanford University and a J.D. from the University of Minnesota Law School.

Joy Gaslevic is the university's Assistant Vice Provost/Title IX Coordinator. Joy joined the university in June 2016 after nine years in the Educational Affairs Division of the Maryland Attorney General's Office. In the AG's Office, Joy represented a number of University of Maryland System schools, served as senior counsel for advice, and has been considered the expert in the Attorney General's Office on Title IX issues. Joy is a magna cum laude graduate of the University of Baltimore Law School and has a bachelor's degree from Franklin & Marshall College.

Linda Boyd is the Deputy Title IX Coordinator at the Office of Institutional Equity (OIE). Linda joined OIE in March 2015 as an Equity Compliance Investigator and assumed her current role in December 2016. Prior to joining the university, Linda practiced at a national employment law firm, where she investigated and litigated claims of discrimination, harassment and retaliation. Linda also served as an attorney for the Social Security Administration, Office of the General Counsel, where she primarily focused on employment counseling and litigation. Linda received her law degree cum laude from the Duke University School of Law and holds a Master's degree in Psychology from the Duke University Graduate School.

Kara D. Beverly joined Johns Hopkins in in July 2016. Kara is a licensed attorney with experience in labor and employment law. She is a graduate of the Howard University School of Law and Villanova University, where she obtained her B.A. in Economics. Prior to joining OIE, Kara practiced at a regional law firm in their Labor & Employment and Corporate Practice Groups, where she advised clients on employee issues involving Title VII and the ADA. Kara also served as an in-house Staff Attorney for an international dining services company, where she handled all employment-related matters, including the investigation and resolution of discrimination and harassment claims. Ms. Beverly is committed to serving her community and is currently the Secretary of the Board of Directors of the Women's Housing Coalition and an Executive Board Member of Psi Phi Omega Chapter of Alpha Kappa Alpha Sorority, Incorporated.

Steven A. Book joined The Johns Hopkins University Office of Institutional Equity (OIE) in April 2018 as an Equity Compliance Investigator. Prior to joining OIE, Steven practiced at a regional law firm, where he investigated and litigated a variety of employment-related claims. Steven is a graduate of the University of Maryland Francis King Carey School of Law and obtained his B.A. in History from the University of Maryland, College Park. After graduating from law school, Steven clerked for the Honorable Patrick L. Woodward of the Court of Special Appeals of Maryland. He is licensed to practice law in Maryland.

Heeral P. Chehl joined JHU's Office of Institutional Equity in September 2017 as an Equity Compliance Investigator. Prior to joining JHU, Heeral served as Deputy Title IX Coordinator at Towson University's Office of Inclusion & Institutional Equity. As a licensed attorney, Heeral also previously worked in private practice in Chicago, Illinois where she counseled and represented public school districts and community colleges on various matters involving students. Heeral is a graduate of Boston College Law School and Boston College's Lynch School of Education, where she received her J.D./M.A. in Higher Education Administration. She holds a B.A. from the University of Michigan.

Laura Giantris joined JHU's Office of Institutional Equity in December 2017 and serves as an Equity Compliance Investigator. Laura is a licensed attorney in Maryland with extensive experience in labor and employment laws. She is a graduate of Clark University and University School of Law.

Susan Lee Bathgate joined JHU's Office of Institutional Equity in August 2018 as an Equity Compliance Investigator. Prior to joining OIE, Susan managed a workplace violence prevention and response program at Johns Hopkins for three years, overseeing threat assessment cases for the University and Health System. As an attorney with a leading Maryland employment and labor law firm, Susan previously advised private and government employers on discrimination and harassment matters. She also has experience in employee and labor relations, as well as workplace mediation. Susan is a graduate the University of Maryland, Baltimore County and obtained her J.D. from University of Baltimore School of Law.

A4: Increasing the Surgical Specialty Pipeline: An Otolaryngology Clerkship for Underrepresented Minority Students

Presenters: Carrie Nieman and Deidra Crews

Location: Hodson Hall, Room 305

Abstract: Disparities across the continuum of healthcare exist and the diversity of physicians, particularly within academic medicine, remains low. The number of under-represented minorities in medicine, individuals who identify as black/African American, Hispanic/Latino origin, Alaska Native/American Indian or Native Hawaiian/Pacific Islanders, has grown to around 8% of current medical school faculty. However, this does not reflect the diversity of patients seen nationally, nor locally, and remains particularly low among specialty fields. This session will cover strategies and lessons learned in the recruitment and mentoring of students and residents throughout the pipeline, including

perspectives from internal medicine and otolaryngology, a surgical subspecialty.

Carrie Nieman is an Assistant Professor in the Department of Otolaryngology-HNS and the Department's Director of Diversity & Inclusion. She is Core Faculty in the Cochlear Center for Hearing & Public Health. Dr. Nieman's research focuses on hearing healthcare disparities and community-based approaches to advance hearing health equity.

Deidra Crews is an Associate Professor of Medicine and the Associate Vice Chair for Diversity and Inclusion within the Department of Medicine. Dr. Crews is a nephrologist and epidemiologist with a focus on disparities in the care and outcomes of chronic kidney disease. She is also the recipient of the Johns Hopkins President's Frontier Award.

A5: Bridging the gap between the immigrant community and health insurance – Centro SOL's case of providing healthcare access for Latinos

Presenters: Mónica Guerrero Vázquez, Isabel Fernandez Abaunza, and Sarah Polk

Location: Hodson Hall, Room 311

Abstract: This workshop presents the case of the Children's Medical Practice at Johns Hopkins Bayview providing assistance to immigrant families to and the advocacy efforts to facilitate the insurance re-enrollment process through Centro SOL. Clinicians and non-clinicians will learn how to better serve the immigrant Latinx community in Baltimore.

Mónica Guerrero Vázquez has worked as the program coordinator for Centro SOL since its beginnings in 2014. She oversees the Center's programming - from design to implementation, from community outreach to research. Through her work at Centro SOL, Mónica serves the Latinx immigrant community addressing the most pressing issues affecting the social determinants of health. Mónica was selected to be part of the Bloomberg American Health Initiative, a major investment in a healthy future for the United States. Mónica holds a master's in public health from the Johns Hopkins Bloomberg School of Public Health, a master's degree in information systems from King Juan Carlos University of Madrid, and a bachelor's in software engineering from the Polytechnic University of Madrid.

Isabel Fernandez Abaunza is a Community Outreach Specialist for Centro SOL. Isabel is originally from Guadalajara, Mexico. She has been working with the Latino Community in Baltimore for the last 3 year, primarily focused on the advocacy group of Centro SOL with the insurance re-enrollment program. As part of her work, Isabel bridges the gap between the complex insurance system and the immigrant families of Latinx children. She works at three different sites – HCAM, DSS, and the Clinic – to facilitate the healthcare access for Latinx children. In addition, Isabel is one of the Centro SOL CDC Diabetes Prevention Program certified instructors and conducts the first Baltimore DPP program in Spanish for the Latinx community.

Sarah Polk is Assistant Professor of Pediatrics, Medical Director of the Children's Medical Practice at the Johns Hopkins Bayview Medical Center, and Co-Director of Centro

SOL. Dr. Polk serves as a bilingual (English/Spanish) primary care pediatrician and Medical Director of the Children's Medical Practice. She is an Assistant Professor of Pediatrics at the Johns Hopkins' School of Medicine. She previously co-chaired the Hopkins Organization of Latino Awareness the aim of which is to galvanize faculty support around healthcare quality and access improvements for Latino patients. Finally, she and colleagues recently established Centro SOL, the mission of which is to optimize the health of Latinos over their life course through leadership in clinical care, scholarship, education, and advocacy. Dr. Polk received her medical degree at Johns Hopkins and additional training at the Johns Hopkins Bloomberg School of Public Health.

A6: Breaking Barriers: Creating Inclusive Campus Involvement

Presenters: Donna-Lee Mahabeer, Clifton E. Shambry Jr.,
Liz Pence, and Caitlin Tumey

Location: Hodson Hall, Room 313

Abstract: Student affairs professionals oftentimes recommend students get involved in a variety of activities including student organizations, working, etc., yet there are many barriers that may arise to students actually doing so. This presentation will help identify some of those barriers and give examples of how to address them.

Donna-Lee Mahabeer is the Associate Director for Student Unions and Programming. In her role, Donna-Lee oversees the operations of JHUnions spaces including Mattin Center, Levering Hall, and the LaB. Donna-Lee also works closely with

student programming boards and campus traditions, such as Lighting of the Quads.

Clifton Shambry is a first generation college graduate who was raised on the East Coast attending a total of 13 different schools in five states and the District of Columbia, spending most of his years in New Jersey. Clifton joined Hopkins in October 2014 as the Campus Programming Coordinator and now serves as the Assistant Director of Student Organizations, providing support to 400+ student organizations and their advisors.

Liz Pence is a graduate of Indiana University (IU) where she received her M.S.Ed in Higher Education and Student Affairs. Liz is also a 2014 graduate of Gettysburg College. Liz strives to empower student leaders to collaboratively design inclusive campus programs in order to build community on campus and in our surrounding neighborhoods. She advises the HOP, Spring Fair, Hoptoberfest, and Dance Marathon. She also coordinates Blue Jay Opening Day and Lighting of the Quads.

Caitlin Tumey was born and raised in Denver, CO and found a passion for working with students as she pursued two degrees at Colorado State University. She joined the Johns Hopkins team in July 2016 after completing her graduate degree in Higher Education from Penn State. Caitlin coordinates evening and weekend programming for JHUnions, advises the JHUnions Programming Board, and supervises the monitors in Mattin Center, Levering Hall, and the LaB.

WORKSHOP SESSION B

B1: The Missing Link: Unpacking Femininity within Higher Education

Presenter: Jeannine Heynes

Location: Hodson Hall, Room 203

Abstract: Within Higher Education gender equity is often discussed in terms of women in leadership, equal pay, and work/family balance. However, one area that is rarely addressed within our conversations about gender equity and inclusion is the topic of femininity. In this presentation, the goal is to expand the ways we think and talk about what it means to be gender equitable by first exploring our individual and socially constructed perceptions and performances of femininity and then addressing how we value, or do not value, these concepts within ourselves and our university. If our institution and everyday places of work aim to be gender equitable then we must ask ourselves if femininity is viewed and accepted an asset, within all genders, and reflected within our institutional practices and norms.

Jeannine Heynes currently serves as the Director of Women and Gender Resources at Johns Hopkins University. Her work focuses on the advancement of women students' personal, academic and professional achievements, while supporting all students on matters related to gender equity and inclusion. As part of Diversity and Inclusion at Hopkins, Jeannine places a high priority on the intersectional programming she does with her colleagues in the Office of Multicultural Affairs, Campus Ministries, and LGBTQ Life,

helping students consider their own identities while developing an understanding of allyship and social justice.

B2: Practicing Justice: Critical Reflection as a Framework for Justice and Inclusion

Presenter: Keilah Jacques

Location: Hodson Hall, Room 210

Abstract: How does one practice justice in the face of invisible, socially constructed, and institutionally enforced dominance / othering / vilification of difference, and microaggression? How does one find tools to counter the covert narratives which systematically makes injustice actions and practices normative and perpetuate the status quo as though it is ideal? SOURCE is using critical consciousness development as a pedagogical framework and practice to orient faculty, students, staff, and community members in social justice practice. This framework uses the practice of critical reflection to navigate identity development, mindfulness, and histo-cultural exploration, power/ privilege analysis, and change agency. This workshop will introduce the tools need to build a practice of critical consciousness development and provide an opportunity to apply that practice to challenges in the workplace, in relationship management, process and procedure design, and program evaluation.

Keilah A. Jacques leads SOURCE's effort to embed social justice into service-learning pedagogy. Her work endeavors to provide faculty, students, staff, and community tools that deepen their orientation to social justice, especially in community engagement.

B3: Welcoming JHU's Global Community

Presenters: Pedro Lozada, Moses Davis, Shari Lawson,
John Lorch, and Damani Piggott

Location: Hodson Hall, Room 213

Abstract: Concrete strategies and tools to welcome and proactively support international students, faculty, staff, residents, and fellows are key for their inclusion and success across Johns Hopkins Institutions. Are you an advocate for building a welcoming environment for all individuals who help JHU thrive as a global leader? Through participant-centered, small group, and individual activities, a panel of members of the JHU community facilitates discussions and reflections on how to support global members of our campuses. Participants build empathy and awareness of topics in intercultural competence. They leave with specific resources and a framework for sharing with colleagues in their unit.

Pedro Lozada is a Project Manager for CTY's International Initiatives. He holds an MBA from the UDLAP in Mexico, an M.S. in International Studies from Oklahoma State, and a Certificate in International Development from SAIS. He is an Intercultural Communications Trainer Corp for NAFSA—Association for International Education.

Moses Davis serves as the Associate Dean for Diversity and Inclusion for the Homewood Campus. His role is to enhance the climate of diversity and inclusion for all students by providing dedicated and integrated leadership for a wide range of diversity efforts and the intersection of identities.

Shari Lawson is an Assistant Professor in Gynecology and Obstetrics and Assistant Dean of Medical Student Affairs and Director of Medical Student Diversity. She has dedicated herself to delivering comprehensive care to girls and women throughout their lifespan. Her research interests include medical education and working to reduce or eliminate health care disparities.

John Lorch is an International Student Advisor at JHU's Office of International Services (OIS). He has worked in international education for 25 years. John has presented at professional conferences, trained other international student advisors, and done his best to help students sort out the complexities of the U.S. immigration landscape.

Damani Piggott is Assistant Dean for Graduate Biomedical Education and Graduate Student Diversity at the Johns Hopkins University School of Medicine. He is on faculty in the Departments of Medicine and Epidemiology and has worked on clinical and research projects in the U.S., South Africa, Mali, and the Caribbean region.

B4: Access and Acceptance for Veterans on College Campuses

Presenter: Elizabeth Hall

Location: Hodson Hall, Room 305

Abstract: Veteran students, faculty, and staff face struggles that are specific to veterans and approach education differently than the traditional higher education model, as they usually present potentially extensive previous leadership experiences. All of these components can positively affect

the transition of veterans into higher education but also often create challenges for such veterans that do not fit the typical molds most higher education institutions are structured to accommodate and nurture. Campuses can implement programs and policies to assist with their transition. The object of this presentation is to conduct a meaningful conversation about how institutions of higher education can better serve this often overlooked but significant population.

Elizabeth Hall is a doctoral student at the George Washington University and an adjunct instructor of natural sciences at Anne Arundel Community College in Maryland. She has a Master's in Education and a Bachelor of Science and previously taught high school chemistry and physics. She is a veteran who graduated from the U.S. Naval Academy and served as a logistics officer in the U.S. Marine Corps.

B5: Beyond Latinx Inclusion: The JHM Media Team Case and the Science Behind it

Presenters: Audrey Huang and Alsy Acevedo

Location: Hodson Hall, Room 311

Abstract: Latinx-focused roles have emerged in almost every institution. While it is important to include Latinas and Latinos in teams, there is danger on limiting their role to their ethnicity. The Johns Hopkins Medicine Media Team has staff from eight different ethnic backgrounds, including four Latinas, pursuing one goal: raising awareness of JHM nationally and internationally. The result has been a 20% average growth of media mentions year to year. In this session, we discuss a Latina's strategy for the Middle East and

Asia, and a director's philosophy for hiring diverse staff and the scientific research behind it.

Audrey M. Huang is a science writer and molecular geneticist by training. As director of media relations for Johns Hopkins Medicine, she oversees a team of 13. She holds a master's degree in science writing from Johns Hopkins University, where she currently teaches a graduate course in writing.

Alsy Acevedo is a senior media specialist for Johns Hopkins Medicine International, focusing on global media relations strategies and outreach in the Middle East and Asia. A journalist by training, she was recognized by the Huffington Post as one of the 50 Top Latino Voices to Follow on Twitter.

B6: Can you believe it!?

Presenters: Kathy Schnurr and Maeba Jonas

Location: Hodson Hall, Room 313

Abstract: Join the Chaplains in an interactive workshop about engaging one another in a religiously pluralistic environment. We will explore tools for expanding our understanding of one another and approaches toward re-shaping our assumptions. Attendees will be asked to participate in guided conversations with one another. We welcome people of any or no religious or spiritual path to join us in this interfaith exercise.

Kathy Schnurr has served in the chaplaincy of Johns Hopkins University Campus Ministries since 2002. She is a Protestant Christian lay woman with over 17 years of experience in ministry in higher education. Kathy's ultimate goal is to

participate in creating a campus environment that engenders the flourishing of the fullness of human dignity for all. She works to achieve this through offering opportunities for healthy religious practice rooted in our own particular religious traditions and spiritual paths while cultivating skills to engage with mutual respect and regard across our differences. Kathy received her undergraduate degree in Social Work with an emphasis on Education from the University of Iowa and her graduate degree in Theology from St. Mary's Ecumenical Institute of Theology. Prior to her time at Johns Hopkins, Kathy worked in various capacities in community-based organizations in Baltimore City serving our most vulnerable citizens. Kathy is a past president of the National Association of College and University Chaplains (NACUC) and currently serves on the board of the Association of College and University Religious Affairs (ACURA).

Maeba Jonas is an Ordained Minister in the United Church of Christ (UCC) and serves as the Assistant Chaplain at Johns Hopkins University. Rev. Jonas is graduate of Kenyon College in Gambier, Ohio, where she completed a Bachelor of Arts in Religious Studies with a concentration in Buddhism and Women's and Gender Studies. In 2014, she earned a Master of Divinity from Yale Divinity School with a certificate in Education, Leadership and Ministry and completed her Clinical Pastoral Education Residency at Yale-New Haven Hospital where she served as Chaplain to the Pediatric Intensive Care and Hematology/Oncology Units. She is passionate about supporting people of all faith, and non-faith, backgrounds and is dedicated to interfaith dialogue and the mind-body-spirit connection.

WORKSHOP SESSION C

C1: Disability Etiquette

Presenters: Aaron Hodukavich, AJ Nanayakkara, and Bonnielin Swenor

Location: Hodson Hall, Room 203

Abstract: Persons with disabilities (PWD) comprise almost one fifth of the U.S. population. The Americans with Disabilities Act requires that "no individual shall be discriminated against on the basis of disability in the full and equal enjoyment of the goods, services, ... or accommodations of any place of public accommodation," but PWD routinely encounter barriers to access at the University and Health System. Challenges often begin or are exacerbated during interactions PWD have with employees or other guests. This discussion will outline common blunders and will present practical guidelines to interacting with and assisting individuals with different types of disabilities.

Aaron Hodukavich joined the JHU's Office of Institutional Equity in February 2018. Aaron is a licensed attorney in the state of Oregon, where he practiced education law and advised clients in ADA and IDEA matters. Prior to joining JHU, Aaron served as Director and ADA/503/504 Coordinator at Syracuse University. There, he was an active member of several institutional committees, including the University Council on Diversity and Inclusion and the SU Policy Advisory Committee. Aaron holds a B.S. from Longwood University and a J.D. from the Howard University School of Law.

AJ Nanayakkara is the ADA/Accessibility Program Manager for the Johns Hopkins Health System (JHHS). AJ advises leaders across JHHS to ensure compliance with Health System policies regarding patients, visitors, and employees with disabilities. He routinely conducts training on 1) employee accommodation requests, 2) disability etiquette, and 3) service animals.

Bonnielin Swenor is an Assistant Professor of Ophthalmology and Epidemiology at Johns Hopkins University, and Associate Faculty Member of the JHU Center on Aging and Health. Dr. Swenor's research focuses on: (1) combining ophthalmology and geriatrics to determine how health and functioning are impacted by visual impairment among older adults, and (2) assessing inequities in healthcare and employment among persons with disabilities.

C2: MicroTriggers

Presenter: Cynthia Featherson

Location: Hodson Hall, Room 210

Abstract: The term microaggression was first coined by psychiatrist Chester Pierce, M.D., in the early 1970s. Dr. Pierce, emeritus professor of psychiatry at Harvard Medical School described microaggressions as the subtle, stunning, and often automatic and non-verbal exchanges which are put downs. Later, MIT professor Mary Rowe coined the term microinequities to describe the glass-ceiling phenomenon, referring to the real but almost imperceptible forms of discrimination that reinforce the stereotypes and inequity that persist in the workplace today. Ivy Planning Group (Ivy) coined the phrase MicroTriggers® to include

both the negative and positive subtle behaviors that matter most to individuals across a broad mix of demographics. After collecting thousands of data points, the book, "58 little things that have a BIG impact: What's your MicroTrigger?®," was born in 2006 to share what they learned. The book, now a bestseller, lists the top 58 MicroTriggers® that people said mattered most to them. This workshop, led by a representative from Ivy, will explore the book and how you can apply it in the workplace.

Cynthia Featherson, Managing Director of Ivy Planning Group (Ivy), joined Ivy in 1997 and has over 25 years corporate and management experience providing strategic planning, organizational change, diversity, marketing and communications services. Ms. Featherson has developed and executed comprehensive leadership development, organizational change and diversity initiatives with public sector and private sector organizations that include Nuclear Regulatory Commission, Fannie Mae, Scripps Networks, American University, Kogod Business School, Bureau of Consumer Finance Protection, Federal Reserve Board, NYC Department of Citywide Administrative Services, State of Delaware, Advocate/Aurora Healthcare System, and Post Consumer Brands.

C3: APL Mosaic Project

Presenters: John W. Burke and Crystal Farmer

Location: Hodson Hall, Room 213

Abstract: Mosaic is an initiative that will transform how we build and operate teams at JHU/APL. We recognize the creative and innovative potential that is created by

cognitively diverse and inclusive teams. We want to hire a diverse pool of brilliant minds; train people to understand and manage their biases; equip them with the tools necessary to find and engage people who think differently, and reward, recognize, and promote individuals who foster an inclusive environment. This holistic approach is meant to drive real behavior change across our organization, leading to an environment of enhanced creativity and more innovative problem solving.

John W. Burke is currently the Chief Engineer for Advanced Concepts in the Air and Missile Defense Sector of JHU/APL. He is also a Project Lead in the Tactical Advancements for the Next Generation (TANG) Program leveraging innovation and human centered design to solve tough military challenges.

Crystal Farmer is currently a Program Manager for the Launcher System Program and also the Systems Engineering Transformation Program in the Force Protection Sector of JHU/APL.

C4: Transgender Awareness

Presenters: Sabrina Scarborough and Dariel Peay

Location: Hodson Hall, Room 305

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.

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 a 2016 Diversity Recognition Award from the Johns Hopkins Diversity Leadership Council.

Dariel Peay is the Supervisor for the Johns Hopkins Health System's Patient Access Services Department of Dermatology. She has been with Johns Hopkins Health System since 2007. She has a degree in Network Systems Administration and is pursuing her bachelor's 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."

Mother's Room

Levering Hall – Basement – Conference Room A

The DLC has collaborated with the Office of Work, Life, and Engagement to set up a Mother's Room for our guests. Nursing mothers will find a quiet and private space at the conference to pump and store their milk. 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.

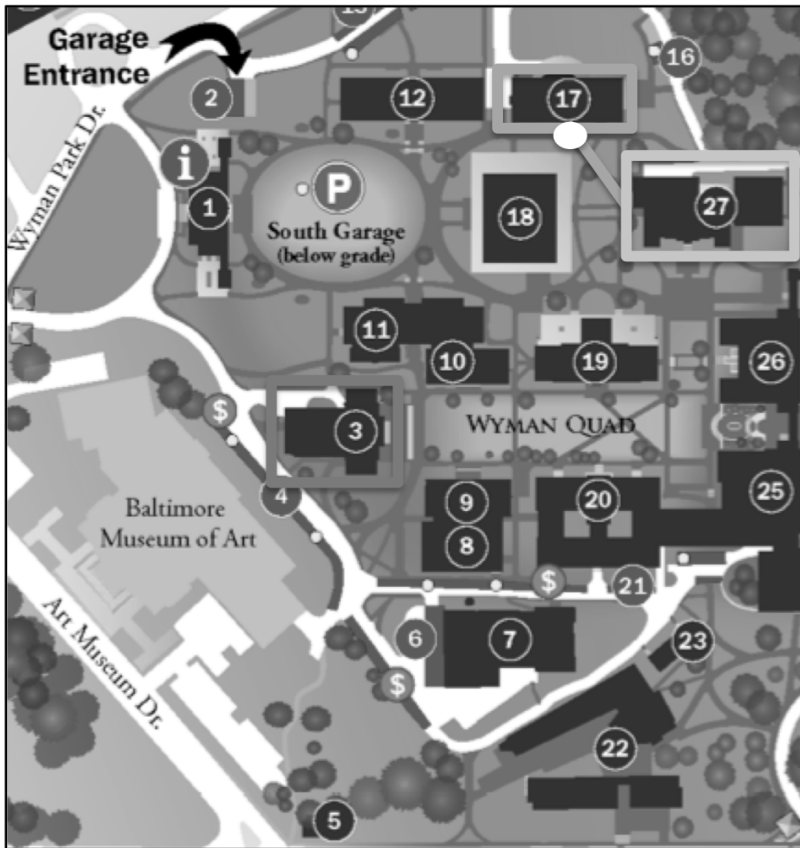
Special Thanks to Our Volunteers

NOTES

Megan Barrett
Crystal Burns
Irene Ferguson
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Oluwa Oshewa
Marie Polymise-Williams
Mary Robosson
Angie Ruiz
Olivia Sazakalis
Carliegh Steele
Krystyna Stonebreaker

NOTES

NOTES



- Shriver Hall: **#3**
- Hodson Hall: **#17**
- Glass Pavilion: **#27**
- Great Hall: **#27**
- Levering Hall: **#27**