

DIVERSITY LEADERSHIP COUNCIL

16th Annual

**Diversity &
Inclusion
Conference**

October 18, 2019

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

HOMEWOOD CAMPUS

JOHNS HOPKINS
UNIVERSITY & MEDICINE

PROGRAM

7:30 a.m.	Check-In/ Continental Breakfast	Hodson Hall 2 nd Floor Lobby
8:30 – 10:00 a.m.	Plenary Session <i>Welcome – Ashley Llorens, Chair, Diversity Leadership Council</i> <i>Plenary Session – A Conversation with Kevin Sowers</i>	Hodson Hall Room 110
10:15 – 11:30 a.m.	Workshop Session A	Hodson Hall
12:00 – 1:30 p.m.	Luncheon Session <i>Luncheon Address – Maria Hinojosa</i>	Glass Pavilion and Great Hall
1:45 – 3:00 p.m.	Workshop Session B	Hodson Hall
3:15 – 4:30 p.m.	Workshop Session C	Hodson Hall

Plenary Session

Kevin W. Sowers, M.S.N., R.N., F.A.A.N.

*President of the Johns Hopkins Health System and Executive Vice
President of Johns Hopkins Medicine*



As the second person in Johns Hopkins history to hold these dual roles, Mr. Sowers oversees the health system's six hospitals – The Johns Hopkins Hospital, Johns Hopkins Bayview Medical Center, Howard County General Hospital, Suburban Hospital, Sibley Memorial Hospital and Johns Hopkins All Children's Hospital – and sets strategies that advance our mission to deliver outstanding care, train the next

generation of leaders, and advance research and discovery. He also serves as chair of Johns Hopkins Community Physicians, which has more than 40 primary and specialty care outpatient sites throughout Maryland and the Washington, D.C. area.

Mr. Sowers came to Johns Hopkins Medicine after 32 years with the Duke University Health System, the last eight as president and CEO of Duke University Hospital. He joined Duke University Medical Center Hospital in 1985 as a staff nurse in oncology and held several faculty and nursing leadership positions. His numerous senior leadership posts across the Duke University Health System included chief operating officer for Duke University Hospital and interim CEO for Durham Regional Hospital. Among his senior administrative roles, Mr. Sowers oversaw consolidation of Duke's clinical lab services, emergency and trauma services, and managed care and patient care services.

Sowers earned his Bachelor of Science degree from Capital University School of Nursing and a Master of Science from Duke University School of Nursing. He is an American Academy of Nursing fellow and has collaborated on numerous research efforts as well as consulted internationally. He has published extensively and speaks nationally and abroad on issues such as leadership, organizational change, mentorship and cancer care. Mr. Sowers lives in Baltimore with his partner, Anthony Evans.

Renata Arrington-Sanders, M.D., M.P.H., Sc.M.
(Moderator)

Associate Professor, Johns Hopkins University School of Medicine



Dr. Renata Arrington-Sanders is an Associate Professor of Pediatrics and Internal Medicine at the Johns Hopkins University School of Medicine. Her areas of clinical expertise include adolescent sexually transmitted infection and HIV, adolescent transition to adult care, caring for sexual and gender minority youth, and school-based health center needs. She has a joint appointment in the Johns Hopkins Bloomberg School of Public Health's

Departments of Epidemiology and Health, Behavior, and Society. She serves as the Medical Director of the Pediatric and Adolescent HIV/AIDS Program and the Director of the PrEP Program located in the Harriet Lane Clinic at Johns Hopkins Children's Center, and the Co-Director of the Adolescent and Young Adult Scientific Working Group Center for AIDS Research (CFAR). Dr. Arrington-Sanders earned her M.D. from the University of Virginia School of Medicine. She completed her residency in internal medicine and pediatrics at the University of Cincinnati and Cincinnati Children's Hospital Medical Centers and fellowship in adolescent medicine at the Johns Hopkins School of Medicine.

Luncheon Session



Maria Hinojosa
News Correspondent & Journalist

Maria Hinojosa is an award-winning news anchor and reporter who covers America's untold stories and highlights today's critical issues. As the anchor and Executive Producer of the Peabody Award-winning show *Latino USA*, and anchor and Executive Producer of the PBS show *America By the Numbers with Maria Hinojosa*, she has informed millions about the changing cultural and political landscape in America and abroad. In April 2010, Hinojosa took a groundbreaking step by creating the Futuro Media Group, an independent nonprofit organization producing multimedia journalism that explores and gives a critical voice to the diversity of the American experience. In nearly 30 years as a journalist, she has worked for CNN, PBS, CBS, WNBC, and WGBH. Hinojosa has received numerous awards for her work including: four Emmys, the 2012 John Chancellor Award for Excellence in Journalism, Robert F. Kennedy Award for Reporting on the Disadvantaged, the Studs Terkel Community Media Award, and the Edward R. Murrow Award from the Overseas Press Club.

WORKSHOP SESSION A

A1: Between Black and White: Understanding Latinx Ethnoracial Identity

Presenters: Joseph Colón

Location: Hodson Hall, Room 203

A2: Unconscious Bias - The Business Case for Diversity and Practical Tools We Can Use

Presenters: Minilla Malhotra, MHA, PHR, SHRM-CP

Location: Hodson Hall, Room 210

A3: Inciting Revolution through the Power of Women's Anger

Presenters: Nairuti Shastry

Location: Hodson Hall, Room 213

A4: LGBTQ +Upstander/Allyship Training

Presenters: Keilah Jacques, MSW; Maneet Kaur, MPH;
Brooke Jarrett, MSPH

Location: Hodson Hall, Room 216

A5: Knowing Yourself, Valuing Others

Presenters: Demere Woolway, PhD

Location: Hodson Hall, Room 305

A6: Honoring Baltimore's Community: Experiential Learning Preparing Health Professionals to Work with Diverse Populations

Presenters: Phyllis Sharps, PhD, RN, FAAN; Patty Wilson, PhD, PMHNP, RN; Derek Dangerfield II, PhD

Location: Hodson Hall, Room 311

A7: Moving Beyond Mission Statements: Enhancing the Representation of Persons with Disabilities at Academic Institutions

Presenters: Bonnielin Swenor, PhD, MPH; Aaron Hodukavich, JD; Cathie Axe, MEd; and Terri Massie-Burrell, PhD

Location: Hodson Hall, Room 313

WORKSHOP SESSION B

B1: Case Studies & Conversation with the Office of Institutional Equity

Presenter: The Office of Institutional Equity

Location: Hodson Hall, Room 203

B2: A Case Analysis: The Journey to Staff Equity, Advancement and Retention

Presenter: Stacey J. Marks

Location: Hodson Hall, Room 210

B3: Johns Hopkins Affinity Groups: Creating Change through Grassroots Efforts

Moderator: Clifton E. Shambry, Jr.

Location: Hodson Hall, Room 213

B4: Can you believe it!?

Presenter: Kathy Schnurr and Rev. Maeba Jonas

Location: Hodson Hall, Room 305

B5: Neurodiversity 101

Presenters: Meredith Nicholson, MSPH

Location: Hodson Hall, Room 311

B6: Transgender Inclusion

Presenters: Sabrina Scarborough and Dariel Peay

Location: Hodson Hall, Room 313

WORKSHOP SESSION C

C1: Diversifying Physicians in Medicine: Methods for the Recruitment and Retention of URM Physicians

Presenters: Agnes Usoro, MD and Meron Hirpa, MD

Location: Hodson Hall, Room 203

C2: MicroTriggers®

Presenter: Ivy Planning Group

Location: Hodson Hall, Room 210

C3: Building an Inclusive Culture, One Brain at a Time

Presenters: Kristopher Bell

Location: Hodson Hall, Room 213

C4: Affirming Gender Pronouns

Presenters: Theodore "Teddy" Tinnell

Location: Hodson Hall, Room 305

C5: Creating an Inclusive Classroom

Presenters: Mike Reese and Amy Brusini

Location: Hodson Hall, Room 311

WORKSHOP SESSION A

A1: Between Black and White: Understanding Latinx Ethnoracial Identity

Presenters: Joseph Colón

Location: Hodson Hall, Room 203

Abstract: The categorization of the Latinx community by the U.S. Census has created dynamic levels of confusion and has developed conversations around race and distinctions around ethnicity when discussing this particular community. We address and critique several models of engaging the questions around categorizations and how we can evolve the conversation around ethnoracism. Where do Latinx communities fit within this binary design of a Black and White centric society? The key lies with intersectional approaches to race and ethnicity and understanding Latinx identity orientation that influence these multi-ethnic communities.

Joseph Colón has been a student affairs professional for over 20 years. Currently, he serves as the Director for the Office of Multicultural Affairs (OMA). Since arriving to JHU in 2000, Joseph has committed himself to cultivating true partnerships that extend throughout the campus community and Baltimore City. He has passion for topics surrounding diversity, equity and inclusion, organizational development, and the complexities around identity.

A2: Unconscious Bias - The Business Case for Diversity and Practical Tools We Can Use

Presenters: Minilla Malhotra, MHA, PHR, SHRM-CP

Location: Hodson Hall, Room 210

Abstract: Can you articulate the business case need for diversity and inclusion strategies within your team? Do you have practical tools to transform the business case on paper into a reality? In this session, we will share how to do just this. Understanding unconscious bias offers an introspective look at areas of growth for each of us. But unconscious bias is not intended to shame any of us into joining a cheerful campfire song. Instead, it can shine a light onto where we can begin individual diversity and inclusion discussions to make a greater and sustaining impact.

Minilla Malhotra, MHA, PHR, SHRM-CP, joined the Johns Hopkins Health System in 2003, to serve in operations management and human resources. She currently partners with the JHHS department of Training and Organizational Development and JHU Office of Diversity and Inclusion to offer training to leaders, staff and students. She serves on the JHM Diversity and Inclusion Core Team and the JHI Diversity and Inclusion Committee.

A3: Inciting Revolution through the Power of Women's Anger

Presenters: Nairuti Shastry

Location: Hodson Hall, Room 213

Abstract: Raise your hand if you've ever been dismissed as an angry woman. Keep your hand up if you're totally over it. Drawing on the works of radical women scholars and writers like Soraya Chemaly, Rebecca Traister, and Brittney Cooper, and the sociology of emotion, we will examine the pulsating political heartbeat of the women's movement in the United States today: anger. In this workshop, women will; (1) explore

the ways in which complex systems of power, privilege, and oppression anger them; (2) redefine anger as a social emotion and an invaluable political tool in transforming the status quo; and (3) practice strategies to develop “anger competence” (Chemaly 2018) to support their activism.

Nairuti Shastry is a queer Desi Woman of Color. She hails from the scorching state Gujarat, India – an immigrant of the 1.5 generation – but currently resides in Baltimore City, Maryland. As the Student Leadership and Development Coordinator at the Johns Hopkins University Center for Social Concern, she works with undergraduate students to galvanize a lifelong commitment to active citizenship. Through designing civic engagement programming supported by social and racial justice pedagogy, Nairuti hopes to emulate Freire’s praxis, bridging the divides among theory, action, and reflection. With a B.A. in Sociology, French and Francophone Studies, and Public Health from the College of William & Mary, she is particularly interested in intersection of anger, womanhood, and restorative justice.

A4: LGBTQ +Upstander/Allyship Training

Presenters: Keilah Jacques, MSW; Maneet Kaur, MPH;
Brooke Jarrett, MSPH

Location: Hodson Hall, Room 216

Abstract: The goal of the LGBTQ+ Upstander/Allyship training is to build awareness and skills around the lived experiences of LGBTQ+ JHU health services students (Schools of Public Health, Nursing, and Medicine). The training begins with a purpose statement and community agreements on how to engage during the training. The

training is followed by a discussion of the ideology of othering and key terms, and history of the LGBTQ+ community in the context of health institutions and specifically at Hopkins. The training is then enacted by practicing real-world scenarios contributed by students at JHU, and finally ends with a discussion and commitments.

Keilah Jacques, MSW is the Assistant Director of Academic Service-Learning for SOURCE. She is Faculty within the Bloomberg School of Public Health, Human Behavior and Society. She advances curricular and co-curricular efforts to further social justice and critical consciousness for faculty, community partners, staff, and students at the health professional schools.

Maneet Kaur, MPH is a doctoral student studying cancer epidemiology. She has helped design and facilitate the LGBTQ+ Upstander/Allyship training since its initiation last year. She is also actively engaged on campus through the Doctoral Student Council and the Department of Epidemiology’s Inclusion, Diversity, Equity, and Science (IDEAS) Working Group.

Brooke Jarrett, MSPH is a doctoral student of infectious disease epidemiology. She has recently learned to facilitate workshops to promote diversity and inclusion. She has trained students, faculty, staff, and now — you!

A5: Knowing Yourself, Valuing Others

Presenters: Demere Woolway, PhD

Location: Hodson Hall, Room 305

Abstract: We discuss how race, class, sexual orientation, gender, national origin, ability, religion, and other identities shape our campus experience. Participants will also consider how being aware of one's own privilege can help one support others, both here at Hopkins and in the wider world. Participants will also identify concrete steps that we can take to build a welcoming educational environment for all.

Demere Woolway, PhD 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.

A6: Honoring Baltimore's Community: Experiential Learning Preparing Health Professionals to Work with Diverse Populations

Presenters: Phyllis Sharps, PhD, RN, FAAN; Patty Wilson, PhD, PMHNP, RN; Derek Dangerfield II, PhD

Location: Hodson Hall, Room 311

Abstract: The US population has continued to increase in diversity. The health professional workforce has not increased in diversity at the same rate as the population. Health professionals must be prepared to deliver competent health care that is culturally appropriate and with cultural humility embracing the population diversity. The JHSON's Community Outreach course and program uses social determinants of health framework to provide experiential learning about diversity by: increasing awareness of the

history of Baltimore and JHU/JHH, exploring Baltimore's communities, and dialogue with Baltimore residents. This required course is foundational for subsequent clinical learning activities with diverse populations in Baltimore.

Phyllis Sharps, PhD, RN, FAAN, is the Elsie M. Lawler Endowed Chair, Professor of Nursing, and Associate Dean for Community Programs and Initiatives at the Johns Hopkins University School of Nursing and has been the PI for two NIH funded grants totaling more than \$8 million, and developed a nurse home visitation program for abused pregnant women. Her current research focuses on formerly incarcerated women.

Patty R. Wilson, PhD, PMHNP-BC is the Director for the JHSON Center for Community Innovation and Scholarship (CCIAS). She is the Co-PI for the Passport to Freedom program which provides sessions to formerly incarcerated women promoting self-awareness of trauma and health, and provides strategies to cope with symptoms of trauma/stress.

Derek Dangerfield II, PhD conducts research on HIV/STIs and sexual health for men (MSM) using complex mixed methods and community based participatory approaches. He has received funding from the JHU Center for AIDS Research. He is leading two qualitative studies in Baltimore and Los Angeles exploring opioid use and HIV treatment among Black MSM.

A7: Moving Beyond Mission Statements: Enhancing the Representation of Persons with Disabilities at Academic Institutions

Presenters: Bonnielin Swenor, PhD, MPH; Aaron Hodukavich, JD; Cathie Axe, MEd; and Terri Massie-Burrell, PhD

Location: Hodson Hall, Room 313

Abstract: Over the past decade, academic institutions have embraced the importance of diversity and inclusion in response to concerns about the representation of certain groups, including women and racial and ethnic minorities. Yet people with all categories of disability remain underrepresented in this setting. This session aims to change the paradigm of disability at JHU by examining how these dynamics play out at Hopkins and how everyone can play a role in increasing disability access and inclusion. Opportunities to break down barriers to disclosure, action and change will be explored.

Aaron J. Hodukavich, JD joined the 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.

Bonnielin K. Swenor, PhD, MPH, is an Assistant Professor at the Wilmer Eye Institute at Johns Hopkins University School of Medicine and in the Department of Epidemiology at the

Johns Hopkins Bloomberg School of Public Health, as well as a Core Faculty Member at the Johns Hopkins Center on Aging and Health (COAH). Her research examines the interrelationship between vision loss and aging, which includes determining how visual impairment and eye disease affect physical, cognitive, psychological and social functioning, as well as health outcomes, such as mortality, comorbidity, and frailty. Dr. Swenor's research interests stem from her personal experience living with visual impairment. She is committed to improving the representation of persons with disabilities in science and medicine, and has expertise on strategies to enhance inclusion, recruitment and representation of persons with disabilities in these settings.

Cathie Axe, MEd currently partners with university-wide disability coordinators and staff in the diversity and inclusion units to build awareness, knowledge, and skills related to disability. At Brown University, Cathie developed a comprehensive diversity and inclusion plan for Accessibility Services, including analyzing the effectiveness of service delivery across diverse groups.

Terri Massie-Burrell's role involves building connections with staff and faculty to create accessible and inclusive environments. Massie-Burrell brings over 25 years of experience in higher education as both administrator and faculty member at a variety of institutional types serving as a leader in student success.

WORKSHOP SESSION B

B1: Case Studies & Conversation with the Office of Institutional Equity

Presenter: Joy Gaslevic, JD; Linda Boyd, JD; and
members of the Office of Institutional Equity
Location: Hodson Hall, Room 203

Abstract: In this interactive workshop you will evaluate hypothetical case studies as part of small group exercises. Presenters will provide general information about how these nuanced problems are approached from the perspective of an investigator, the applicable policy standards, and available resources. Through these case studies, you will learn about how internal offices for equity approach complaints about discrimination, harassment, sexual misconduct, and retaliation; participate in a discussion about what happens when a concern about discrimination or harassment is reported; and consider why responding to these concerns is relevant to the health of an organization and pertinent to our national discourse.

Joy Gaslevic, JD, joined JHU in June 2016 after nine years in the Educational Affairs Division of the Maryland Attorney General's Office. There, Joy represented University of Maryland System schools and was considered an expert on Title IX issues. Joy graduated magna cum laude from the University of Baltimore Law School.

Linda Boyd, JD, joined OIE in March 2015 as an Investigator and assumed her current role in December 2016. Previously, Linda practiced at an employment law firm and the Social

Security Administration, where she litigated claims of discrimination and harassment. Linda graduated cum laude from the Duke University School of Law.

B2: A Case Analysis: The Journey to Staff Equity, Advancement and Retention

Presenter: Stacey J. Marks
Location: Hodson Hall, Room 210

Abstract: This workshop will provide a case analysis and explore the journey of ensuring staff access and inclusion across the institution. Facilitators will provide an overview of recommendations to leadership from the Diversity Leadership Council's Staff Access and Inclusion subcommittee. These recommendations seek to increase equity and access, provide accountability and understand the needs for staff advancement and retention. This workshop will also explore the collaborative efforts that led to the release of the 2019 JHU Staff Composition Report. Facilitators will use the JH Diversity Roadmap (Staff section) as a marker to develop action plans to address gaps and set goals. This interactive workshop will empower staff to transform thoughts or assumptions into action, leading to changes in institutional strategies and policies.

Stacey Marks is the Academic Program Manager in the School of Medicine – Institute for Clinical and Translational Research. She is a current member on the Diversity Leadership Council (DLC) and serves as the Subcommittee Chair for the Staff Access and Inclusion Committee. After high school, she joined the U.S. Army and then completed her BS Degree at the University of Maryland Baltimore

County. She then earned her MS Degree in Organizational Development and Strategic Human Resources and pursued the Certificate for Leadership Development Program for Minority Managers at Johns Hopkins University Carey Business School.

B3: Johns Hopkins Affinity Groups: Creating Change through Grassroots Efforts

Presenters: Sabrina Epstein, Kendall Free, Wilson Lamy, Liz A. Skerritt, Clifton E. Shambry, and Calvin L. Smith

Location: Hodson Hall, Room 213

Abstract: Panelists of affinity groups at Johns Hopkins share their experiences as change agents in their communities. Through a panel of faculty, staff and student leaders of affinity groups, experiences as change agents in their communities will be discussed on the below topics:

- Importance to bring the community together
- The establishment and continuation of community building
- Effectiveness of the organization
- Changes occurring due to the work of the affinity group
- What work still needs to be done to make a more just and inclusive world

Sabrina Epstein is a junior studying Public Health and Visual Arts. This is her third year on the Advocates for Disability Awareness (ADA) board, and she currently serves as the organization's Vice President. She hopes to pursue a career in disability advocacy.

Kendall Free is a senior studying Material Science and engineering. She serves as president of both the Multicultural Leadership Council and the Black Student Union as well as a member of Sigma Gamma Rho Sorority, Incorporated. She hopes to be a doctor.

Wilson Lamy is a Senior Quality Innovation Coach and Certified Lean Sigma Master Black Belt for Johns Hopkins Medicine in the Armstrong Institute for Patient Safety and Quality. For 20 years, Wilson has led Hispanic/Latino organizations and most recently is the co-chair of Hopkins Familia Hispanic/Latinx ERG within JHM.

Liz A. Skerritt is a project manager at the Applied Physics Lab with a B.S. and M.S. from Johns Hopkins University. Liz serves as the president of Allies in the Workplace, APL's LGBTQ+ Affinity Group and the cofounder of APL's Employee Affinity Group Executive Representatives (EAGER).

Clifton E. Shambry Jr. is the Assistant Director of Student Organizations in Homewood Student Affairs. He also serves as a member of the Black Faculty and Staff Association, the Professional Men of Color Hopkins Alliance, and the Diversity Leadership Council, and he advocates for identity-based student organizations.

Calvin L. Smith Jr. serves as the Director of Student Leadership and Involvement on the Homewood campus as well as the President Elect of the Black Faculty and Staff Association, Coordinator of the Professional Men of Color Hopkins Alliance and a member of Kappa Alpha Psi Fraternity, Incorporated.

B4: Can you believe it!?

Presenter: Kathy Schnurr, Rev. Maeba Jonas

Location: Hodson Hall, Room 305

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 JHU Religious and Spiritual Life since 2002. She is a Protestant Christian lay woman with over 17 years of experience in higher education. Kathy's committed to creating a campus environment that engenders the flourishing of the fullness of human dignity for all.

Rev. Maeba Jonas is an Ordained Minister in the United Church of Christ (UCC) and has served as the Assistant Chaplain at Johns Hopkins University since 2017. She earned a Master of Divinity from Yale Divinity School with a certificate in Education, Leadership and Ministry. Rev. Jonas is passionate about supporting people of all faith, and non-faith backgrounds, and is committed to promoting social justice, interfaith dialogue, and the mind-body-spirit connection.

B5: Neurodiversity 101

Presenters: Meredith Nicholson

Location: Hodson Hall, Room 311

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 they 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 this 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, MSPH is an autistic self-advocate and MSPH graduate of the Bloomberg School of Public Health, where she wrote a master's essay on the needs of LGBTQ autistics. The essay won the Population, Family, and Reproductive Health Department's Master's Essay Distinction Award. Meredith is a former Wendy Klag Center intern where she researched the impact of age of autism diagnosis on health outcomes.

B6: Transgender Inclusion

Presenters: Sabrina Scarborough and Dariel Peay

Location: Hodson Hall, Room 313

Abstract: The presentation gives an overview of transgender issues that limit inclusivity in society and the workplace. It starts with an introduction to key terms and definitions that are necessary to have a foundation of knowledge and understanding. Transgender health, business, legal, and

government inequities and discrimination will be highlighted. The focus then turns to attitudes and behaviors that allies of the transgender community can adopt, particularly in the workplace, to insure a safe space and workplace inclusivity for transgender individuals.

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 the JHU 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.

WORKSHOP SESSION C

C1: Diversifying Physicians in Medicine: Methods for the Recruitment and Retention of URM Physicians

Presenters: Agnes Usoro, MD and Meron Hirpa, MD

Location: Hodson Hall, Room 203

Abstract: In 2010, under-represented in medicine (URM) individuals accounted for 22.4% of the US population, yet only 12.3% of practicing physicians. But it's been demonstrated that patient outcomes, particularly underserved patients, improve when they are cared for by minority physicians. Therefore, it is imperative to invest in cultivating a medical workforce with demographics that represent the population. We will present a methodology for addressing diversity and inclusion efforts at various levels of physician development and training.

Agnes Usoro, MD, was the first Vice-Chair of the House Staff Diversity Council, an inaugural committee of the House Staff Council, which is a self-governing and representative body of the interns and residents of the Johns Hopkins Hospital and Johns Hopkins Bayview Medical Center. She formed the Diversity Council and established the infrastructure of the council into micro-community affinity groups. The council has been successful in establishing networks within the larger Johns Hopkins Medicine community and is tasked to champion D&I goals at various levels of the institution.

Meron Hirpa, MD is a third year resident physician at the Johns Hopkins Osler Internal Medicine-Urban Health Primary Care Leadership Program. She received her BA in Neuroscience from Amherst College and her MD from University of Florida College of Medicine. She serves as the Chair of the House Staff Diversity Council. She is passionate about improving the well-being of House Staff and committed to building a diverse and inclusive environment at Johns Hopkins.

C2: MicroTriggers®

Presenter: Ivy Planning Group

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.

Ivy Planning Group (IVY) is a full-service management consulting and training firm. IVY provides strategy, change management and leadership development. Founded in 1990 by three Ivy League core business management consultants with diverse backgrounds, IVY has received numerous awards and developed a distinguished reputation with Fortune 1000 companies, large non-profits and government agencies.

C3: Building an Inclusive Culture, One Brain at a Time

Presenters: Kristopher Bell

Location: Hodson Hall, Room 213

Abstract: Building a culture of inclusion requires addressing the behaviors, biases, and social needs of individuals, and helping the organization develop better habits. This interactive talk will explore the pattern recognition and chemical functions of the brain and how the learning process establishes—and can change—these patterns (where biases and behaviors live). Attendees will explore their own behavioral patterns to understand feelings of social exclusion and inclusion, within the context of the NeuroLeadership Institute's SCARF® model—and how the domains of the model help to address the social needs of self and others. A coda to the talk will address how neuroscience-based diversity and inclusion training has been implemented at APL and its evolving impact on the organization.

Kristopher Bell is Head of Talent Development at Johns Hopkins Applied Physics Laboratory, where he leads efforts in organization and leadership development, as well as diversity and inclusion education. He holds an MA in English (1989) and an MS in Organization Development (2009), as well as professional certifications in Brain-based Coaching (2014) and Change Management (2018). Kris has been instrumental in helping APL's engineers and scientists understand the scientific and physical bases of emotions and behaviors.

C4: Affirming Gender Pronouns

Presenters: Theodore Tinnell

Location: Hodson Hall, Room 305

Abstract: Use of affirming gender pronouns is essential for effective communication with all patients and especially for Transgender and Gender Nonconforming (TGNC) patients. But how do you ask someone about their pronouns? How do you use gender neutral pronouns? Like all linguistic skills – use of affirming pronouns requires practice! This participatory session will introduce the topic of affirming gender pronouns and demonstrate techniques that healthcare providers can use to integrate into everyday care. Participants will have the opportunity to practice sharing their own pronouns as well as begin to master use of gender-neutral pronouns.

Theodore "Teddy" Tinnell (He/Him/His) is a graduate student in the MSN program at Johns Hopkins School of Nursing. Teddy has formerly worked as the Health Education Trainer for the Denver PTC Capacity Building Assistance Program and the LGBTQ+ Center of Excellence at Denver Health & Hospital Authority. His work and passion is to educate healthcare professionals on how to provide excellent, affirming care for Transgender and Gender Non-Conforming patients. He has delivered and developed trainings on dynamic aspects of LGBTQ+ Cultural Humility including Transgender Terminology, Creating an Affirming Care Environment, Taking a Sexual History for Transgender/Gender-Nonconforming Patients, and more.

C5: Creating an Inclusive Classroom

Presenters: Mike Reese and Amy Brusini

Location: Hodson Hall, Room 311

Abstract: Colleges like Johns Hopkins are strategically recruiting diverse student cohorts to expand the pool of underrepresented minorities (URMs) and first-generation college students. This benefits more than the targeted student population. Research demonstrates that diverse classrooms can lead to improved learning for all students. While it is important for institutions to purposefully recruit diverse populations, changing admissions policies does not solve the problem. Colleges must provide ongoing support to students and the faculty who teach them. This session will engage attendees in discussing and brainstorming pedagogical strategies, including those used by Hopkins faculty, to make the classroom learning environment more inclusive.

Mike Reese is the Associate Dean and Director of the Johns Hopkins Center for Educational Resources with a faculty appointment in sociology. He provides strategic direction for the center, leads educational research, facilitates teaching workshops, and explores innovative uses of technology in support of teaching with his faculty colleagues. He teaches courses on urban studies, introductory sociology, and diffusion of innovation concepts.

Amy Brusini is a senior instructional designer in the Center for Educational Resources, a teaching and learning center for Homewood faculty. She provides instructional design support to faculty and is the editor of The Innovative Instructor Blog. Amy has a Master's Degree in Education from Johns Hopkins University.