

Diversity Innovation Grant Final Report

Due no later than April 30 (Note: Photos are encouraged!)

Project Name: Students for Disability Justice: Access & Equity at a Crossroads

Team Members: Anna Moyer (SOM graduate student), Catherine J. Axe (Executive Director, Student Disability Services, university-wide), Terri Massie-Burrell, PhD (Director, Student Disability Services, Homewood), Redefining Disability Student Interest Group (SOM), Graduate Student Association Diversity Committee (SOM), Advocates for Disability Awareness (Homewood student group), Equal Access in Science and Medicine Committee (SOM), and JHSPH Mental Health Grad Network.

Project Overview:

Current project status: The Students for Disability Justice project aimed to connect student groups focused on disability by organizing innovative and collaborative events between existing affinity groups. Our goals were to raise the voices of students with disabilities, to build community between students across Johns Hopkins, and to highlight the common challenges and experiences of individuals with diverse identities.

Between January and April 2020, we hosted five events (detailed in the project highlights section) and commissioned a logo design to represent Students for Disability Justice.



Students for Disability Justice logo

Our logo is a play on the International Wheelchair Symbol and features a fist to represent justice and leaves to represent growth and dynamism.

We also ordered buttons and stickers with a variety of designs related to disability, chronic illness, and mental health conditions. The buttons and stickers were very popular with attendees of Students for Disability Justice events, and we gave away over 300 buttons in total.

Several of our in-person events were cancelled or postponed due to the coronavirus pandemic. We are currently working to organize virtual events to continue to engage students over the summer and to celebrate the 30th anniversary of the Americans with Disabilities Act.



Button and sticker display for Students for Disability Justice events



Thirty one-inch button designs



Four 1.75" button designs drawn by a disabled artist, [PotsieSpoons](#)

Project highlights:

Disability, Gender, and Sexuality Mixer (02/13/2020)



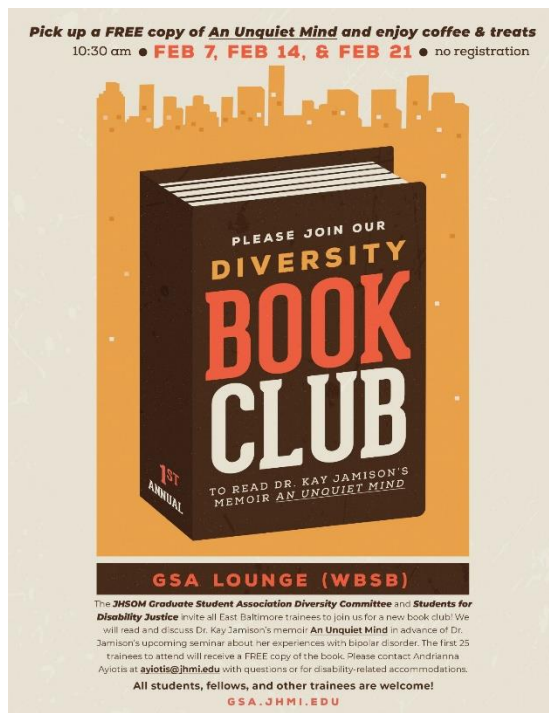
Flyer for Disability, Gender, and Sexuality Mixer

The Diversity Innovation Grant supported food and drinks for a mixer co-sponsored by the Gertrude Stein Society, which is the LGBTQ+ organization for the East Baltimore campus. About fifteen people attended the mixer, which connected students from the Gertrude Stein Society with students interested in disability issues.

Book Club to Read *An Unquiet Mind* (02/07/2020, 02/14/2020, 02/21/2020)

In collaboration with the SOM Graduate Student Association Diversity Committee, Students for Disability Justice hosted a book club to discuss Dr. Kay Jamison's memoir, *An Unquiet Mind*. We gave twenty copies of the book to students and trainees and provided food for three book club meetings. About fifteen students attended the book club.

Our discussions were led by two students who are open about having bipolar disorder, which added depth and direction to our conversations. We are currently planning to continue our book club virtually this summer.



Flyer for diversity book club

Q&A with Senator Barbara Mikulski (02/19/2020)

ADVOCATES FOR DISABILITY AWARENESS

Q&A WITH SENATOR BARBARA MIKULSKI

Join us for an open discussion of disability policy with the former Senator of Maryland

**FEB 19TH, 6:30 PM-8PM
SHAFFER 3
HOMEWOOD CAMPUS**

Dinner will be served.
For accommodations, contact
jhu.ada@gmail.com or
message Advocates for
Disability Awareness
on Facebook.



Together with the Advocates for Disability Awareness student group, we hosted a question and answer session with Senator Barbara Mikulski. Senator Mikulski is a former Senator of Maryland who introduced Rosa's law, which replaced "mental retardation" with "intellectual disability" in several laws. The Diversity Innovation Grant provided food for the about 25 attendees of this event.

Flyer for Q&A with Senator Barbara Mikulski



Attendees at Q&A Session with Senator Mikulski

Inaugural Equal Access in Science and Medicine Lecture (02/25/20)



Spring 2020
EQUAL ACCESS Seminar

25 FEB 2020
2PM TO 3PM
RECEPTION TO FOLLOW

DR. KAY JAMISON, PH.D.
PSYCHOLOGIST & AWARD-WINNING AUTHOR

"PROFESSIONAL AND PERSONAL PERSPECTIVES ON BIPOLAR ILLNESS"

The Equal Access in Science and Medicine seminar committee is pleased to welcome Dr. Kay Redfield Jamison to present its inaugural spring lecture. Dr. Jamison, Datto Professor in Mood Disorders, Professor of Psychiatry and Behavioral Sciences at the Johns Hopkins University School of Medicine, and co-director of the Johns Hopkins Mood Disorders Center, will discuss how her experiences with bipolar illness have shaped her personal life and career. No registration required!

EQUAL ACCESS SEMINAR SPONSORS

- JOHNS HOPKINS MOOD DISORDERS CENTER
- JOHNS HOPKINS DISABILITY HEALTH CENTER
- JOHNS HOPKINS STUDENTS FOR DISABILITY JUSTICE
- JOHNS HOPKINS MEDICINE OFFICE OF DIVERSITY AND INCLUSION
- JOHNS HOPKINS ALUMNI ASSOCIATION
- UHS WELLNESS SMALL GRANT AWARD
- JHSOM OFFICE OF BIOMEDICAL GRADUATE EDUCATION
- JHSOM GRADUATE STUDENT ASSOCIATION
- DIVERSITY LEADERSHIP COUNCIL DIVERSITY INNOVATION GRANT
- JHSOM HUMAN GENETICS PROGRAM

Please join us!
Chevy Chase Auditorium
East Baltimore Campus

For disability-related accommodations, please contact anna.moyer@gmail.com

Flyer for Equal Access seminar

We worked with the Equal Access in Science and Medicine committee to organize the first seminar of this new lecture series, which aims to highlight the perspectives of scientists and clinicians with disabilities, chronic illnesses, and mental health conditions. Dr. Kay Jamison delivered a lecture titled, "Professional and Personal Perspectives on Bipolar Illness" and more than 150 people attended from Johns Hopkins and from the Baltimore community.

Of all attendees, about 60% were affiliated with the School of Medicine, 8% with the School of Public Health, 8% with the School of Nursing, and 13% were not affiliated with the university. About 25% of attendees were graduate students, 25% were staff, 15% were professors, 5% were medical students, and 5% were fellows.

The lecture was recorded and will be shared online pending the addition of closed captions (Youtube video is currently unlisted: <https://youtu.be/9Jw2jKOGKu0>).

Crip Camp Virtual Screening (04/15/2020)



CRIP CAMP Virtual Screening

Wednesday, April 15th at 7PM EST
Captioned viewing via Netflix Party, followed by a Zoom discussion

tinyurl.com/adacripcamp

For questions or accommodations, message the ADA Facebook page or contact anna.moyer@gmail.com

JOHNS HOPKINS CELEBRATES 30 YEARS OF THE ADA

STUDENTS FOR DISABILITY JUSTICE

Social media image for Crip Camp Virtual Screening

In response to the cancellation of all in-person events, Students for Disability Justice and the Advocates for Disability Awareness student group collaborated to host an online screening and discussion of the film *Crip Camp*. The film follows disability rights activists from a camp for teens with disabilities through the creation of the Americans with Disabilities Act. The number of people who watched the film is unknown due to technical limitations, but five people joined the discussion following the film.

Long-term impact: Our project established Students for Disability Justice as a university-wide network of student groups related to disability, chronic illness, and mental health conditions. In collaboration with the School of Medicine Graduate Student Association Diversity Committee, we organized a new diversity book club, which will continue to meet to address issues related to diversity in science and medicine. We also launched a new lecture series, Equal Access in Science and Medicine, which will hold biannual seminars by scientists and clinicians with disabilities. In addition to creating these new initiatives, we feel that our projects bolstered communication between students with disabilities across the divisions of Johns Hopkins, improved visibility of individuals with disabilities by advertising events and by distributing buttons and stickers related to disability identity, and highlighted that students and faculty are, in general, open to attending new events related to disability. In particular, we received many comments that Dr. Kay Jamison's lecture was emotionally moving and changed perspectives about mental health conditions, and we look forward to continuing the Equal Access in Science and Medicine lecture series this fall.

What was learned:

1. Many students are interested in attending events related to disability. Some shared that they had never before felt "seen" in an environment where disability is rarely included in diversity initiatives. Others disclosed their conditions for the first time at events or commented that they better understood friends and family members with disabilities after attending our events.
2. A catalog of accessible rooms would be a valuable resource for event planning. Even when trying to make events optimally accessible, we found it difficult to identify appropriate venues both at the Homewood campus and at the East Baltimore campus.
3. Maintaining a student-led organization related to disability is challenging due to student turnover and because students with disabilities may not have extra time and energy to devote to event planning.
4. Students from the East Baltimore campus are hesitant to attend events held at the Homewood campus and vice versa. Adding options for attending virtually may help to boost attendance at future events.

Plans for the future: We are planning to continue virtual events throughout the summer and fall, including a film screening of [We Are Visible](#) and a virtual book club. Dr. Chad Ruffin, who is the first congenitally deaf person to become a cochlear implant surgeon, was scheduled to give a seminar this April. Because of the coronavirus pandemic, we have postponed his lecture to fall 2020. If an extension is granted, we would like to use the remaining Diversity Innovation Grant funds to support Dr. Ruffin's rescheduled seminar.

If your grant only covered part of your budget, specify which aspect the grant covered: Funds from the Diversity Innovation Grant covered logo design, flyers for events, custom buttons and stickers, food for the Disability, Gender, and Sexuality Mixer, food for the Q&A with Senator Barbara Mikulski, and food for the Equal Access in Science and Medicine lecture. Other aspects of these events were graciously supported by the Johns Hopkins Alumni Association, the School of Medicine Graduate Student Association, the Johns Hopkins Mood Disorders Center, UHS

Wellness, a 10x20 grant received by the Johns Hopkins Disability Health Center, the Johns Hopkins Medicine Office of Diversity and Inclusion, the School of Medicine Office of Graduate Biomedical Education, and the School of Medicine Human Genetics Program.