

20TH ANNUAL DIVERSITY & INCLUSION CONFERENCE

ROOTED: REMAINING GROUNDED IN A CHANGING ENVIRONMENT



FRIDAY, OCTOBER 20, 9 - 4 PM

Johns Hopkins University - Homewood Campus
3400 North Charles Street, Baltimore, MD 21210

PRESENTED BY THE DIVERSITY LEADERSHIP COUNCIL

PROGRAM

8:00AM - 9:00AM

**Registration
Breakfast**

*Levering Hall
Glass Pavilion*

9:00AM - 10:15AM

Plenary Session

Glass Pavilion

Welcome by Dr. James Calvin, Co-
Chair, Diversity Leadership Council
Tiffany Wright, Deputy
General Counsel

10:30AM - 11:45AM

Workshop Session A

Hodson Hall

12:00PM - 1:00PM

Keynote Session

Glass Pavilion

Katrina Caldwell, Vice Provost for
Diversity and Inclusion & Chief
Diversity Officer

James Calvin, Professor of Practice
Management and Organization &
Associate Dean for Diversity, Equity,
Inclusion, and Belonging

1:15PM - 2:30PM

Workshop Session B

Hodson Hall

2:45PM - 4:00PM

Workshop Session C

Hodson Hall

4:15PM - 5:30PM

Closing Reception

Glass Pavilion

DIVERISTY & INCLUSION CONFERENCE 2023

PLENARY

9 AM – Glass Pavilion



TIFFANY WRIGHT

Deputy General Counsel

Tiffany R. Wright joined the Office of the Vice President and General Counsel as Deputy General Counsel in May 2023. Prior to joining Johns Hopkins, Ms. Wright served as Associate Counsel to the President in the Office of the White House Counsel. In that position, she provided strategic and legal advice to the President, Vice President, and senior White House advisors on a wide array of legal issues, including Title IX, gender and LGBTQ+ equity, reproductive rights, clemency, and religious liberty.

Prior to her White House service, Ms. Wright directed the Civil Rights Clinic at the Howard University School of Law, and practiced in the Supreme Court and Appellate practices at two international law firms. She served as a law clerk to Associate Justice Sonia Sotomayor on the U.S. Supreme Court, Judge David S. Tatel on the U.S. Court of Appeals for the D.C. Circuit, and Judge Royce C. Lamberth on the U.S. District Court for the District of Columbia.

Ms. Wright earned her law degree, magna cum laude, from the Georgetown University Law Center, and completed her undergraduate studies at the University of Maryland at College Park. Ms. Wright's life and work have been profiled by the Washington Post, C-SPAN, USA Today, Reuters, and national podcasts.

**KATRINA CALDWELL**

Vice Provost for Diversity and Inclusion & Chief Diversity Officer

Dr. Katrina Caldwell, Vice Provost for Diversity and Inclusion & Chief Diversity Officer joined Johns Hopkins University in 2020, following her service as the University of Mississippi's inaugural Vice Chancellor for Diversity and Community Engagement. Throughout her nearly three-decade long career in higher education, Dr. Caldwell has had the opportunity to apply her well-honed strategic planning and implementation skills to a number of DEI-related initiatives, evidenced by her leadership in creating the Johns Hopkins DEI strategic plan, *Realizing Our Promise: the Second JHU Roadmap on Diversity, Equity, and Inclusion*. Dr. Caldwell currently serves as the co-chair of the DLC.

**JAMES CALVIN**

Professor of Practice Management and Organization & Associate Dean for Diversity, Equity, Inclusion, and Belonging, Carey Business School

Dr. James Calvin, Professor of Practice in Management and Organization and Associate Dean for Diversity, Equity, Inclusion, and Belonging at the Carey Business School joined Johns Hopkins University in 1994 as an Executive Advisor for the Empowering Neighborhood People Project at the Paul H. Nitze School of Advanced International Studies.

Dr. Calvin is the Academic Program Director for the Leadership Development Program (LDP) and served for two years as Interim Director of the Center for Africana Studies, where he is Core Faculty and a Board Member in the Krieger School of Arts and Sciences.

In addition to his academic contributions, Dr. Calvin has been integral to advancing DEI at Johns Hopkins. He is a founding member of the Diversity Leadership Council, a long-standing member and Faculty Representative of the Black Faculty and Staff Association, and has participated in numerous DEI-related workgroups and task forces, including the Roadmap 2020 Task Force. Dr. Calvin currently serves as the co-chair of the DLC.

DLC MEMBERS 2023-2024

Rina Agarwala	Lynne Jones
Adler Archer	Christine Kavanagh
Cathie Axe	Mindi Levin
Nilaya Baccus Hairston	Charles Lu
Rachel Baffoe-Bonnie	finnigan madison
Megan Barrett	Stacey Marks
Harolyn Belcher	Eric Mason
Joel Bolling	Danielle McCamey
Linda Boyd	Ramin Mojtabai
Amanda Brown	Jermaine Monk
Crystal Burns	Amber Murphy
Katrina Caldwell*	Georgann Nedwell
James Calvin*	Janet Ortiz
Ashley Clarke	Juliet Owuor
Dezmond Cole	Emma Petruzzelli
Joseph Colón	Noemi Rice
Alyssa Columbus	Darlene Saporu
Emil Cunningham	Kathy Schnurr
Khadijah Davis	Robbie Shilliam
Barbara Detrick	Shanon Shumpert
Ralph Etienne Cummings	Sara Shunkwiler
Antonio Eubanks	Liz Skerritt
Susana Ferradas	Lanise Stevenson
Kathy Forbush	Khudai Tanveer
Erin Fox	Tony Teano
Araceli Frias	Julie Thomas
Kevin Frick	Kristi Tredway
Angela Gilmour	Michael Ward
Sherita Golden	Sierra Williams-McLeod
Andre Grajeda	China Wilson
Celine Greene	Kait Wood
Virginia Herring	Demere Woolway
Cherita Hobbs	Andrea Young
Aaron Hodukavich	Lisa Young
Shekeitha L. Jeffries	Homayra Ziad
Tanya McMillian	* DLC Co-Chairs

A1: COMBATTING DIGITAL COLONIALISM THROUGH INTENTIONAL AND ACCESSIBLE COURSE DESIGN AND PLANNING

PRESENTER: CHRISTELLE DACEUS

LOCATION: HODSON HALL, ROOM 211

A2: BUILDING COMMUNITY: ALLYSHIP IN THE WORKPLACE

PRESENTERS: CHRISTINA HARNETT AND NATHANIEL O. BROWN

LOCATION: HODSON HALL, ROOM 213

A3: ANTI-TRANSGENDER LEGAL STATUS UPDATE

PRESENTER: PAULA NEIRA

LOCATION: HODSON HALL, ROOM 216

A4: THE MISEDUCATION OF CRIT THEORY: HOW DID WE GET HERE?

PRESENTER: JOSEPH COLÓN

LOCATION: HODSON HALL, ROOM 311

A5: SYSTEMIC CHALLENGES AND OPPORTUNITIES IN BUILDING A BEHAVIORAL HEALTH CRISIS SUPPORT TEAM

PRESENTERS: JENNIFER HOWES, ERICA THORNTON, AND MICHALA WILLIAMS

LOCATION: HODSON HALL, ROOM 313

A6: INSTIGATING DISCUSSIONS ABOUT DIVERSITY

PRESENTERS: KEVIN FRICK, CARLOS (CHARLIE) ACOSTA, BELLA NELKIN-PAPERNO, AND ZAIN ISLAM-HASHMI

LOCATION: HODSON HALL, ROOM 316

B1: BALTIMORE YOUTH FILM ARTS: TOWARD A MORE INCLUSIVE, CREATIVE SOCIETY

PRESENTER: LUCY BUCKNELL

LOCATION: HODSON HALL, ROOM 211

B2: MINDFULNESS MEDITATION FOR THE JOURNEY

PRESENTER: KATHY SCHNURR

LOCATION: HODSON HALL, ROOM 213

B3: BEST PRACTICES FOR CREATING AN INCLUSIVE ENVIRONMENT FOR STUDENTS WITH DISABILITIES

PRESENTERS: AMBER MURPHY, MICHELLE CLARKE, AND JOANNE BENICA

LOCATION: HODSON HALL, ROOM 216

B4: WE ARE NOT A FAMILY: THE IMPORTANCE OF BELONGING IN WORKPLACE CULTURE

PRESENTERS: EMIL CUNNINGHAM AND CHRISTINA TURNER

LOCATION: HODSON HALL, ROOM 311

B5: CASE STUDIES & CONVERSATION WITH THE OFFICE OF INSTITUTIONAL EQUITY

PRESENTERS: SHANON SHUMPERT, LINDA BOYD, AARON HODUKAVICH, AND KARA D. BEVERLY

LOCATION: HODSON HALL, ROOM 313

B6: DEI ECOSYSTEMS AT JHU

PRESENTER: ANTONIO EUBANKS

LOCATION: HODSON HALL, ROOM 316

C1: I DON'T BELIEVE IN LITTLE PLANS: DEI STRATEGIC PLANNING

PRESENTER: ERIN FOX

LOCATION: HODSON HALL, ROOM 211

C2: NAVIGATING DEI POST-SFFA

PRESENTERS: TIFFANY WRIGHT AND HOPE MURPHY TYEHIMBA

LOCATION: HODSON HALL, ROOM 213

C3: ADVANCING ENVIRONMENTAL JUSTICE AT JHU & BEYOND

PRESENTERS: TANVI GADHIA AND NICOLE LABRUTO

LOCATION: HODSON HALL, ROOM 216

C4: LIFT AS WE CLIMB: THE ROLE OF MENTORSHIP IN AN INCLUSIVE EXCELLENCE FRAMEWORK

PRESENTERS: ROLAND THORPE AND JERMAINE MONK

LOCATION: HODSON HALL, ROOM 311

C5: RACIAL TRAUMA AND HEALING

PRESENTER: SUSANA FERRADAS

LOCATION: HODSON HALL, ROOM 313

WORKSHOP SESSION A

10:30AM – 11:45 AM

A1: COMBATTING DIGITAL COLONIALISM THROUGH INTENTIONAL AND ACCESSIBLE COURSE DESIGN AND PLANNING

PRESENTER: CHRISTELLE DACEUS

LOCATION: HODSON HALL, ROOM 211

Abstract: Online collaboration across varying cultural and socioeconomic groups can create an experience of forced submission to vulnerability for those with limitations to resources throughout the international virtual exchange (VE) opportunity. The Global North is given an opportunity to uplift their partners from the Global South when engaging in VE that is inclusive and designed with accessibility at the forefront. VE partners can intentionally empower developing communities in alignment with the United Nation's (UN) Sustainable Development Goals (SDGs) that call for a reduction of inequalities across countries by supplying opportunities to amplify uncommon voices and perspectives and by building connections that support cultural resilience. The digital environment and materials designed for virtual exchange must work to balance out the intercultural privilege across the participating groups and its activities must empower participants from the Global South to have an equitable experience in the exchange of ideas and knowledge. When Western voices or partners of the Global North are included in the academic exchange, the presence of collaborators with greater levels of colonial influence impact the equity of the accessibility to learning across participants. A past of imperialist international pursuits of the Global North have created a foundation of social and economic expectations that have developed issues of insecurity, trauma, and mistrust that lurk beyond the positive intention of VE. In this presentation, instructional design of virtual education is explored through a discussion of best accessible design practices that enable learning across borders and active learning activities within international virtual exchange opportunities that deliberately work against digital colonialism practices that do not support the goals of justice and equity outlined in the SDGs for a positive influence towards the utopic collaboration of nations in the pursuit of a sustainable and secure global collective.

Christelle Daceus is an Instructional Design Specialist. She works with the Center for Learning Design and Technology at the Whiting School of Engineering. She partners with educators globally to provide accessible learning materials and experiences for students at all levels. Her work in global learning stems from her experiences as a first-generation college student and first-generation immigrant living in the United States throughout most of her life. She understands how cultural understanding can create equitable access to education. Her current research in technological imperialism works to incorporate multiculturalism to empower all students and enhance learning experiences for students around the world.

A2: BUILDING COMMUNITY: ALLYSHIP IN THE WORKPLACE

PRESENTERS: CHRISTINA HARNETT AND NATHANIEL O. BROWN

LOCATION: HODSON HALL, ROOM 213

Abstract: This interactive workshop will support the development of allyship as a strategy for building an inclusive workplace community.

Participants will learn to explore the meaning and importance of allyship in developing collegial relationships. Workshop facilitators will provide an opportunity for participants to develop strategies and practices for allyship community-building to expand efforts to be more inclusive and equitable.

Dr. Christina Harnett is a licensed psychologist and Associate Professor at the Johns Hopkins University School of Education and serves as Department Chair/Counseling and Educational Studies. Dr. Harnett teaches in both the Counseling Program and the Master of Education in the Health Professions Program. She received her doctorate in Psychology from The Catholic University of America and holds an MBA in Executive Studies from Loyola University of Maryland. Her background includes delivery of clinical and management services in non-profit health and community organizations as well as graduate administrative and teaching experience in higher education. She has provided national and international consultations and training activities for organizations around issues

pertaining to work-force and executive/professional development to include delivery of resilience trainings for Educators, Educational Administrators, Law Enforcement Agencies, Public Safety Professionals, and the Maryland National Guard, to name a few professional organizations. Additionally, Dr. Harnett has consulted with local, regional and national law enforcement agencies, and state, national and international military organizations on behavioral health issues. Dr. Harnett currently serves as the Faculty Liaison for SOE Office of Diversity and Faculty Development.

Dr. Nathaniel Brown is an Assistant Professor of Clinical Mental Health Counseling and Clinical Director of Field Experience Placement in the counseling program at the Johns Hopkins University School of Education. He earned his doctoral degree in counselor education and supervision with a focus in counseling and student personnel services (P-16 Partnerships & Social Justice) from the University of Georgia and his master's degree in clinical social work from Clark Atlanta University. He teaches graduate students in the Counseling master's degree program with a focus on clinical mental health counseling. Dr. Brown is a member of American Counseling Association, Association for Counselor Education and Supervision, Southern Association for Counselor Education and Supervision, and American College Counseling Association. His research interests include college mental health counseling of students who experienced foster care, counseling theoretical orientation development, HIV/AIDS support groups, foster care postsecondary education transition, retention, and completion, and hidden populations in postsecondary education settings. He previously served as an Assistant Professor of Professional Mental Health Counseling in the Lewis and Clark College Graduate School of Education and Counseling. His college mental health counseling career began in 2007 as a student affairs counselor at Perimeter College at Georgia State University.

A3: ANTI-TRANSGENDER LEGAL STATUS UPDATE

PRESENTER: PAULA NEIRA

LOCATION: HODSON HALL, ROOM 216

Abstract: This presentation will investigate the legal status of anti-LGBTQ+ state and federal legislation that has been proposed or enacted in 2023. The presentation includes a review of the litigation process in the federal courts, provides a lay-person understanding of the legal dimensions and issues involved in litigation and provides some inspirational guidance to deal with the current hostile environment.

Paula M. Neira is originally from Jersey City, New Jersey, and graduated from Regis High School in New York City. A member of the United States Naval Academy Class of 1985, she graduated with distinction from Annapolis in May 1985. A Surface Warfare Officer, she served as a regular and reserve officer including serving in mine warfare combat during Operation Desert Storm. Her military decorations include three Navy Commendation Medals, the Navy Achievement Medal, and the Combat Action Ribbon, as well as numerous unit, campaign, and service awards. After leaving the Navy in 1991, she began her career as a registered nurse. She is certified in emergency nursing and focused her career on adult emergency care and trauma resuscitation. From 2008-2016, Paula served as the Nurse Educator in Emergency Medicine at The Johns Hopkins Hospital. She also served as the co-chair of the Johns Hopkins Transgender Medicine Executive Taskforce. In November 2016, she became the founding Clinical Program Director of the Johns Hopkins Center for Transgender Health and served in this role 2016-2022. In March of 2022, she was named as the Johns Hopkins Medicine Program Director of LGBTQ+ Equity and Education in the Office of Diversity, Inclusion and Health Equity.

A4: THE MISEDUCATION OF CRIT THEORY: HOW DID WE GET HERE?

PRESENTER: JOSEPH COLÓN

LOCATION: HODSON HALL, ROOM 311

Abstract: This presentation will focus on the preliminary work of CRT (Critical Race Theory) and the evolving landscape of Crit Theory for other identities. We will review the tenets and frame/reframe the utility of such a framework in higher education and beyond. How has CRT or any other Crit Theory become such a controversial approach to DEI efforts? We'll discuss the evolution of this miseducation and how we can create opportunity to include this work as a part of our efforts within DEI. Going from "Lost Ones" to a "Superstar" will be our goal for this session!

Joseph Colón serves as the Director for Diversity and Inclusion at Johns Hopkins University within the Center for Diversity and Inclusion. His 20+ year career has focused on DEI interventions and strategies to create lasting impact within the University and its affiliates. Developing strategic plans, curriculum

design, trainings, advancing institutional commitments and supporting the community at large is what drives his passion around diversity, equity, and inclusion. He has also provided consultation around DEI and organizational change/success for corporations, non-profit, and institutions of higher education. Joseph earned his M.P.S. in Industrial and Organizational Psychology from the University of Maryland, Baltimore County. He also received his Bachelor of Arts in Psychology from Temple University.

A5: SYSTEMIC CHALLENGES AND OPPORTUNITIES IN BUILDING A BEHAVIORAL HEALTH CRISIS SUPPORT TEAM

PRESENTERS: JENNIFER HOWES, ERICA THORNTON, AND MICHALA WILLIAMS

LOCATION: HODSON HALL, ROOM 313

Abstract: Mobile crisis teams that partner with law enforcement or public safety agencies have been present in many municipalities across the country and are an emerging best practice at institutions of higher education. This program will explore topics related to the creation of a diverse team of crisis response practitioners, the systemic challenges associated with maintaining fidelity to the values that support the mission of behavioral health co-response teams and considerations for marketing and community involvement. Attendees will explore and discuss lessons learned from one of the first 24/7 behavioral health crisis support teams in a university setting in the US, with a particular focus on the experience of clinicians from a diverse range of identities operating in the context of an urban institution with a complicated history.

Jennifer Howes (she/her) is the Chief Mental Health Director for the Division of Student Well-Being at Johns Hopkins University. Dr. Howes oversees the range of programs and clinics that provide care to the JHU student, learner, and trainee communities across the University. Her current focus is the integration of Mental Health Services under one organization to provide equitable, accessible and quality mental healthcare. Prior to joining JHU, she served as Assistant Vice President for Student Affairs and Wellness at the California Institute of Technology. She is a licensed clinical psychologist with experience working in a range of clinical settings, including the Los Angeles County jail system, community mental health, private practice, and higher education. Her clinical interests include suicide prevention, developing systems of care based in equity and inclusion, and innovative approaches to mental health intervention through interdisciplinary practice. Jennifer earned her BA from UCLA and Ph.D. in clinical psychology from the California School of Professional Psychology at AIU.

Michala Williams (she/her) is a Behavioral Health Crisis Support Team (BHCST) clinician at Johns Hopkins University. Prior to coming to JHU in 2022, Michala worked primarily in healthcare settings, including the Pediatric Emergency Department, in Pittsburgh, PA and New York City, NY. She earned her BA from Wagner College in Classical Music Performance and her MSW from Fordham University. Michala is committed to the wellbeing of all community members through the integration of equity and inclusion into systems of care. She hopes to continue to break down barriers that prevent access to mental health resources, especially for those in crisis.

Erica Thornton (she/her) is a Behavioral Health Crisis Support Team (BHCST) clinician at Johns Hopkins University. Prior to joining the BHCST in January 2022, she worked as a foster care social worker supporting teenagers before they aged out of care. Erica earned her master's degree in social work from the University of Maryland, Baltimore. Erica is passionate about working with students and likes to take an approach rooted in cultural humility. She takes an integrative approach to her work and loves to highlight a person's strengths. Erica strives to provide a safe space for students so that they can feel comfortable being themselves and learn new skills to overcome challenges.

A6: INSTIGATING DISCUSSIONS ABOUT DIVERSITY

PRESENTERS: KEVIN FRICK, CARLOS (CHARLIE) ACOSTA, BELLA NELKIN-PAPERNO, AND ZAIN ISLAM-HASHMI

LOCATION: HODSON HALL, ROOM 316

Abstract: Attendees will be able to plan for producing a learning activity to inform about and instigate further discussion of diversity topics. In early 2023, members of the Carey Business School community (including students, faculty, staff, and alum) worked to develop and produce a video regarding the use of pronouns. Topics included the use of pronouns appropriate for individuals of all gender identities, the feelings associated with being misgendered, correcting individuals who misgender others, responsibility for correcting those who misgender others, and gender identity in the workplace. The

video included a panel discussion with introductory comments from the dean, an associate dean, a co-director of the Pride Business Association, as well as suggestions for correcting misgendering by an alum, and two business communication professors' views of pronouns in business communication. The objective of the video was to prepare faculty (and others) who are not familiar with the use of inclusive pronouns and to instigate further discussion. The presentation will focus on how to develop such a presentation, how to encourage viewing the presentation, and how to use it as to instigate further discussion relevant to a specific division of the university as a 48-minute video cannot answer all questions.

Kevin Frick (pronouns: he/they) has been a member of the faculty at Johns Hopkins University since 1996---for 16+ years at the Bloomberg School of Public Health and for 10+ years at the Carey Business School. He has done research on issues of racial equity and on women's health and sits on the editorial board of Women's Health Issues. When he was vice dean for education at the Carey Business School from 2013-2021, he actively engaged with the various student affinity-related organizations including the Pride Business Association (at the time, Out for Business). He has participated in activities in the LGBTQ+ space including being an interviewer and annotator for the production of LGBTQ+ Narratives in Academia (the result of a diversity innovation grant led by Demere Woolway and Jon Suen) and leading the production of Business of Pronouns (a project for which a diversity innovation grant was prepared but not funded and received encouragement to bring to completion regardless). He also participated actively in an anti-racism group in the Society for Medical Decision Making and diversity efforts in AcademyHealth. He is known for working to create a sense of belonging among faculty, staff, and students.

Charlie Acosta is an alum of the Carey Business School and Bloomberg School of Public Health in the MBA/MPH program. He was an active member of the Pride Business Association and participated in the panel for the Business of Pronouns video adding a useful perspective as someone who uses any pronoun and has been asked to share his story many times.

Bella Nelkin-Paperno (They/Them) is a recent graduate from the Masters of Healthcare Management program at Johns Hopkins Carey Business School. Before Hopkins, they received a Bachelors in Public Welfare Management from Goucher College. During their time at Carey they experienced miseducation and misunderstanding of their identity, these experiences were inspiration for the creation of The Business of Pronouns project, which worked to educate and inform the Carey community about the context, history and importance of preferred pronoun usage. Currently, Bella is working as a Peer Outreach Specialist and Data Team member for the Behavioral Health Leadership Institute, a low-barrier Suboxone prescription program in Baltimore city.

Zain Islam-Hashmi is between his first and second year in the MA/MBA Design Leadership Program that combines the efforts of Carey and MICA. He is actively engaged as a leader in the Pride Business Association and has already been working to continue to build a sense of belonging for the LGBTQ+ community at Carey. He is also the chair for Hidayah US, a non-profit organization offering support and resources to LGBTQ+ Muslims.

WORKSHOP SESSION B

1:15PM – 2:30PM

B1: BALTIMORE YOUTH FILM ARTS: TOWARD A MORE INCLUSIVE, CREATIVE SOCIETY

PRESENTER: LUCY BUCKNELL

LOCATION: HODSON HALL, ROOM 211

Abstract: With the support of Johns Hopkins and the Mellon Foundation, Baltimore Youth Film Arts offers workshops in filmmaking, photography, and storytelling to city youth ages 16 to 29. Workshop groups comprise participants from all backgrounds with all levels of experience, and with a wide range of learning styles. In the classroom and in the field, student fellows work hands-on in partnership with each other and with instructors, balancing collaboration with personal expressiveness. Principal Investigator Lucy Bucknell will share fellow work from the exceptionally rich online archive, and talk about how community arts programming can help to foster a more inclusive society.

Lucy Bucknell came to Hopkins as a teaching fellow in The Writing Seminars, receiving her master's degree in writing in 1999. She taught in both The Writing Seminars and the Film and Media Studies Program for several years before becoming full-time faculty in FMS in 2007. Her fiction and poetry have appeared in Alaska Quarterly Review; The Chattahoochee Review; Cream City Review; Fiction; The Johns Hopkins Review; The Laurel Review; Natural Bridge; Pleiades; Southern Humanities Review; War, Literature & the Arts; Willow Review; and elsewhere. She is the founding director of Writing Outside the Fence, a writing program for returning citizens in Baltimore, and she is Principal Investigator for the Baltimore Youth Film Arts Program.

B2: MINDFULNESS MEDITATION FOR THE JOURNEY

PRESENTER: KATHY SCHNURR

LOCATION: HODSON HALL, ROOM 213

Abstract: Learn 3 or 4 mindfulness meditation techniques that you can use to build your capacity for compassionate curiosity. Participants of any or no religious tradition or spiritual path are welcome to attend and no prior experience with meditation is required.

Kathy Schnurr has served in the chaplaincy of Johns Hopkins University Religious and Spiritual Life since 2002. Her ultimate goal is to participate in creating a campus environment that engenders the flourishing of the fullness of human dignity for all. Kathy 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 is a certified Mindfulness Meditation Teacher through the Mindfulness Institute for Emerging Adults.

B3: Best Practices for Creating an Inclusive Environment for Students with Disabilities

Presenters: Amber Murphy, Michelle Clarke, and Joanne Benica

Location: Hodson Hall, Room 216

Abstract: Best Practices for Creating an Inclusive Environment for Students with Disabilities will cover topics like changing mindset, challenging assumptions, language, communication access, event accessibility, and Universal Design.

Amber Murphy is the Assistant Director for Communication Access – University wide for Student Disability Services. She comes to SDS with over 13 + years of experience in the field of disability work through roles such as an Inclusion Service Provider, Deaf Employment Specialist, Rehabilitation Counselor, Vocational Planner, Sign Language Interpreter, and as a College Disability Specialist. Fluent in American sign language, Amber holds a B.S. Dual Degree in Deaf Studies and Speech

Pathology/Audiology from Towson University and a M.A. Degree in Rehabilitation Counseling from The George Washington University. She is passionate about working with diverse disabilities in across varied settings.

Michelle Clarke, Assistant Director, Student Disability Services for Carey Business School and the Paul H. Nitze School for Advanced International Studies (SAIS). Michelle has extensive professional experience working in higher education providing a broad spectrum of services to students with disabilities and advocating for access. Michelle graduated from Stevenson University with a B.A. in Business Administration. M.A (Master of Arts) in Curriculum and Instruction from Loyola University Maryland. A graduate of CCBC President Leadership Academy for next generation leaders in higher ed. Michelle holds a certificate in Coaching Teens and College Students with ADHD from JST Coaching and Training, Alexandria, Virginia.

Joanne Benica is the new Senior Director of Student Disability Services for the East Baltimore Hub, who comes with over 20 years of experience in disability services coordination in higher education at a range of institutions; and 9+ years of those being in the Director role. In her roles, she works as a disability generalist, who aims to improve student access and problem solve complex situations through campus partnership. Joanne received her undergraduate degree in social work from Penn State University, followed by earning her Master's degree in Rehabilitation Counseling with a focus on Deaf and Hard of Hearing.

B4: WE ARE NOT A FAMILY: THE IMPORTANCE OF BELONGING IN WORKPLACE CULTURE

PRESENTERS: EMIL CUNNINGHAM AND CHRISTINA TURNER

LOCATION: HODSON HALL, ROOM 311

Abstract: Drawing on data from industry and higher education, participants will explore the concept of sense of belonging as a critical component to a healthy work-life life-work balance. Attendees will discuss safe spaces within the workplace and learn best/better practices related to sponsoring and creating a sense of belonging for employees. Additionally, this session will explicate on the challenges related to the "family" ideology of workplace culture while providing participants with practical skills to help create and sustain inclusive workplace environments.

Emil L. Cunningham, Ph.D. (he/him/his) serves as the Assistant Vice Provost for Diversity and Inclusion and Deputy Chief Diversity Officer for the Johns Hopkins University. In this role, Dr. Cunningham is charged with leading the operational aspects for the office of diversity and inclusion and working alongside colleagues within the office of diversity and inclusion to help advance the university's diversity strategic plan. Prior to assuming this role Dr. Cunningham served as the Director for the office of diversity and inclusion at The Pennsylvania State University where he was responsible for developing strategies to advance diversity, equity, and inclusion for a unit comprised of more than 3,300+ staff members spread out across the commonwealth of Pennsylvania. During his higher education tenure, Dr. Cunningham engaged in work in Residence Life, Student Conduct, Educational Equity, alcohol prevention, Town-Gown interactions, University Development, and Academic Support for Student Athletes. Dr. Cunningham holds a PhD in Higher Education as well as an MEd in College Student Affairs from The Pennsylvania State University and he obtained his AB from Vassar College. Dr. Cunningham currently serves on the Board of Directors for Centre Safe, a local organization in Centre County, PA whose mission is to empower survivors of sexual or domestic violence and to work toward the elimination of such violence. And he is a member of several local and national organizations, including the National Association of Diversity Officers in Higher Education; the American College Personnel Association; and Alpha Phi Alpha Fraternity, Inc.

Christina Turner (she/they) is the Senior Diversity Strategist within Johns Hopkins University's Office of Diversity and Inclusion. In this role, Christina develops scalable, evidence-based solutions to institution-wide equity and inclusion goals through research, assessment, and data visualization. They also serve as the ODI liaison to the JHU Office of Institutional Research. Previously, they directed institutional research and assessment at Gonzaga University and Spokane Falls Community College and served as a Senior Research Associate and Project Manager at Rankin Climate. Christina holds master's degrees in multiple fields of study, including the physical sciences, social sciences, humanities, and education. Shaped by their experiences as a physics Ph.D. student and as a higher education staff member, Christina's research interests include students' sense of belonging, staff workplace climate, ideal worker norms in higher education, and critical university studies.

B5: CASE STUDIES & CONVERSATION WITH THE OFFICE OF INSTITUTIONAL EQUITY

PRESENTERS: SHANON SHUMPERT, LINDA BOYD, AARON HODUKAVICH, AND KARA D. BEVERLY

LOCATION: HODSON HALL, ROOM 313

Abstract: In the vibrant, diverse community that is Johns Hopkins University, it is essential to foster an environment in which faculty, students, and staff are able to learn and work free from all forms of discrimination and harassment. The Office of Institutional Equity ("OIE") works to ensure that the University is welcoming and inclusive to all members of our community and that everyone has equal access to university programs, employment, facilities, and technology.

Workshop participants will evaluate complex case studies that demonstrate how the oft-nuanced issues of discriminatory and harassing conduct, as well as accommodations and disability access issues, are analyzed from the perspective of an OIE investigator. Participants will also discuss what happens when a discrimination or harassment complaint is made and how OIE resolves reported concerns.

Through this interactive workshop, participants can expect to learn:

- how OIE resolves complaints of discrimination, harassment, and retaliation;
- best practices for faculty, students, and employees to maintain a respectful and inclusive work environment;
- best practices for managing accommodation and disability access issues; and
- the University resources that are available to parties and witnesses.

Shanon Shumpert, JD – Vice Provost of Institutional Equity

Shanon joined OIE in July 2020. She is responsible for overseeing the University's equal opportunity compliance efforts and providing a central resource for individuals with disabilities. Shanon holds a Bachelor's degree from DePaul University, a Juris Doctorate from the Howard University School of Law, and a Master of Laws (Health Law) from the DePaul University College of Law.

Linda M. Boyd, JD – Assistant Vice Provost of Institutional Equity/Title IX Coordinator

Linda joined OIE in 2015 as an Equity Compliance Investigator, and, after serving as Deputy Title IX Coordinator and Interim Assistant Vice Provost/Title IX Coordinator, she became the Assistant Vice Provost/Title IX Coordinator in January 2021. Linda graduated cum laude from the Duke University School of Law and holds a Master's degree in Psychology from Duke University.

Aaron Hodukavich, JD – ADA Compliance Officer

Aaron joined OIE in February 2018 and serves as the central point of contact for questions and concerns related to any accommodation or disability access issue from employees, managers, HR professionals, faculty members, or campus visitors. Aaron's background is in education law and he has previously advised clients in ADA and IDEA matters. Aaron holds a B.S. from Longwood University and a Juris Doctorate from the Howard University School of Law.

Kara D. Beverly, JD – Equity Compliance Investigator

Kara joined OIE in July 2016. She is responsible for investigating and resolving reports of discrimination and sexual misconduct and coordinating conflict resolution efforts. Kara is a graduate of the Howard University School of Law and Villanova University, where she obtained her B.A. in Economics.

B6: DEI ECOSYSTEMS AT JHU

PRESENTER: ANTONIO EUBANKS

LOCATION: HODSON HALL, ROOM 316

Abstract: This panel discussion aims to enlighten participants about some of the DEI initiatives and groups that exist throughout the institution. The presentation will begin with outlining and defining some DEI resources and then transition into a panel discussion with D&I professionals sharing their experiences, expertise, and ways to get involved.

Antonio Eubanks (he/him) serves as the Program Manager for the Office of Diversity & Inclusion. In this role, Antonio manages institution-wide special events and strategic programming. He also serves as administrative and operational support for the Diversity Leadership Council (DLC).

Before joining Hopkins, Antonio held roles at other Baltimore non-profit institutions such as The Walters Art Museum and Baltimore Center Stage supporting engagement and strategic initiatives. Antonio received a B.A. in Professional Writing from York College of Pennsylvania with a minor in Public Relations.

WORKSHOP SESSION C

2:45PM – 4:00 PM

C1: I DON'T BELIEVE IN LITTLE PLANS: DEI STRATEGIC PLANNING

PRESENTER: ERIN FOX

LOCATION: HODSON HALL, ROOM 211

Abstract: Have you ever wanted to advance diversity, equity, and inclusion within your unit but didn't know where to start? During this workshop session participants will learn how to develop DEI strategic plans, create metrics that will measure their progress, and strategies to evaluate their efforts.

Erin Fox, PMP, is the Senior Manager for Strategic Initiatives for the Office of Diversity and Inclusion. Erin manages high-level projects to advance diversity, equity, and inclusion at Johns Hopkins University. With more than a decade of experience in project and program management, Erin knows how to create the tools and structures required to launch initiatives, track progress, and build sustainable and scalable operations. In their role, Erin manages both institution-wide and targeted projects, most recently serving as the project manager for the development of the Johns Hopkins University, diversity, equity, and inclusion (DEI) strategic plan, Roadmap on Diversity and Inclusion. Erin has honed keen analytical skills and deploys those skills to synthesize complex issues when consulting with institutional partners and programs. Their track record of successfully bringing together diverse groups of stakeholders to pursue shared goals speaks to Erin's ability to build strategic alignment.

C2: NAVIGATING DEI POST-SFFA

PRESENTERS: TIFFANY WRIGHT AND HOPE MURPHY TYEHIMBA

LOCATION: HODSON HALL, ROOM 213

Abstract: This presentation will provide background on the Supreme Court's recent decision on race-conscious admissions and discuss its implications for admissions, financial aid, recruitment, and DEI initiatives.

Tiffany R. Wright joined the Office of the Vice President and General Counsel as Deputy General Counsel in May 2023. Prior to joining Johns Hopkins, Ms. Wright served as Associate Counsel to the President in the Office of the White House Counsel. In that position, she provided strategic and legal advice to the President, Vice President, and senior White House advisors on a wide array of legal issues, including Title IX, gender and LGBTQ+ equity, reproductive rights, clemency, and religious liberty. Prior to her White House service, Ms. Wright directed the Civil Rights Clinic at the Howard University School of Law, and practiced in the Supreme Court and Appellate practices at two international law firms. She served as a law clerk to Associate Justice Sonia Sotomayor on the U.S. Supreme Court, Judge David S. Tatel on the U.S. Court of Appeals for the D.C. Circuit, and Judge Royce C. Lamberth on the U.S. District Court for the District of Columbia. Ms. Wright earned her law degree, magna cum laude, from the Georgetown University Law Center, and completed her undergraduate studies at the University of Maryland at College Park. Ms. Wright's life and work have been profiled by the Washington Post, C-SPAN, USA Today, Reuters, and national podcasts.

Hope Murphy Tyehimba joined the Office of the Vice President and General Counsel in April 2020, where she is a member of the Student Affairs and Employment Matters and the Healthcare and Research Practice Groups. At Hopkins, Hope advises on matters involving students and employees, including, discrimination, harassment and retaliation, affirmative action, privacy issues, discipline, sexual misconduct and violence, disability-related accommodations, workplace safety, policy review, and contract review and development. Prior to joining Hopkins, Hope served as general counsel at North Carolina Central University, a constituent institution in the University of North Carolina System, where she was chief legal advisor to the Board of Trustees, chancellor, vice chancellors and other senior

campus administrators. Hope's other experiences in higher education include serving in assistant general counsel roles at NCCU, North Carolina State University and East Carolina University. Before transitioning to higher education, Hope worked as an assistant attorney general at the North Carolina Attorney General's Office and as a senior associate in private practice. Hope received her Bachelor of Arts degree in Psychology and Political Science from The University of North Carolina at Chapel Hill and her Juris Doctorate degree from The University of North Carolina School of Law, where she was a member of the Holderness Moot Court, a recipient of the Gressman & Pollitt Oral Advocacy Award and a member of The Order of Barristers. She is currently a member of the National Association of College and University Attorneys and the North Carolina State Bar Tenth Judicial District Professionalism Committee, and serves as a mentor in the Campbell University Norman Adrian Wiggins School of Law mentorship program.

C3: ADVANCING ENVIRONMENTAL JUSTICE AT JHU & BEYOND

PRESENTERS: TANVI GADHIA AND NICOLE LABRUTO

LOCATION: HODSON HALL, ROOM 216

Abstract: The Environmental Justice Committee of the Sustainability Leadership Council is committed to (1) mitigating the unfair exposure of poor, marginalized, and BIPOC communities to harms associated with pollution, waste, and industrial land & water use, and (2) supporting communities' autonomy and visions of change. We will discuss our work to promote environmental justice through various initiatives on the JHU campuses, in the greater Baltimore community, and beyond. Participants will develop an understanding of what environmental justice and how to take action to align with the 17 Principles of Environmental Justice. Participants will also learn from researchers, centers, individuals and groups at JHU which are currently working to support environmental justice.

Tanvi Gadhia envisions and promotes the long-term strategy and success of the Sustainability Leadership Council (SLC) committees and working groups, as well as the development and implementation of a new Campus as Living Lab program. Tanvi has over 10 years of experience in sustainability leadership in higher education and previously worked in the non-profit sector in environmental policy advocacy, grassroots organizing, and environmental education. She holds a Masters of Science in Environmental Science and Policy from Johns Hopkins, and BA in Environmental Studies from UMBC.

C4: LIFT AS WE CLIMB: THE ROLE OF MENTORSHIP IN AN INCLUSIVE EXCELLENCE FRAMEWORK

PRESENTERS: ROLAND THORPE AND JERMAINE MONK

LOCATION: HODSON HALL, ROOM 311

Abstract: Mentorship is pivotal for institutions committed to an inclusive education framework. In higher education, providing guidance and support on campuses where diversity is a priority creates space for full academic and professional development. A university community includes individuals of various backgrounds and abilities. Therefore, the approach to inclusive excellence is much needed. Mentorship promotes a sense of belonging and empowers students, faculty, and staff to reach their full potential.

Roland J. Thorpe, Jr., PhD is the Associate Vice Provost of Faculty Diversity and Professor in the Department of Health, Behavior, and Society, Founding Director of the Program of Men's Health Research in the Hopkins Center for Health Disparities Solutions (HCHDS), Deputy Director of HCHDS, and Co-Director of the Johns Hopkins Alzheimer's Disease Resource Center for Minority Aging Research at Johns Hopkins Bloomberg School of Public Health. Dr. Thorpe is a social epidemiologist whose research focuses on the association of how social determinants of health impact health and functional outcomes among men across the life course. Dr. Thorpe serves as principal investigator on several NIA-funded grants and is a MPI of the Artificial Intelligence/Machine Learning consortium to Advance Health Equity and Researcher Diversity (AIM-AHEAD). He has considerable experience mentoring a racial/ethnic diverse group of trainees ranging from undergraduates to pre- and post-doctoral trainees, and junior and mid-career faculty. He has considerable experience mentoring a racial/ethnic diverse group of trainees ranging from undergraduates to pre- and post-doctoral trainees, junior and mid-career faculty.

Jermaine J. Monk, Ph. D, is the Associate Dean of Diversity, Equity, Inclusion, and Belonging at the Johns Hopkins School of Nursing. Jermaine has taught at several universities including CUNY, Temple, Rutgers and Drew. Dr. Monk earned his B.A. in Urban Studies from Rutgers, The State University of New Jersey. He received an M.S.W. from Temple University and an M.A. in Theological Studies from LaSalle University. He earned an MS in Business Management from the University of Illinois, Urbana- Champaign. He also earned a graduate certificate in DEI from the University of Michigan. In addition, Jermaine completed his M.A. and PhD in Urban Systems from Rutgers.

C5: RACIAL TRAUMA AND HEALING

PRESENTER: SUSANA FERRADAS

LOCATION: HODSON HALL, ROOM 313

Abstract: In this workshop, participants will have an opportunity to learn about the psychological impacts of racial trauma on individuals and society. Participants will also be shown how to engage in healing practices for themselves and others (e.g., students).

The objectives of this workshop are (1) Participants will be able to define Racial Trauma and how it impacts individual and larger society, (2) Participants will be able to name and identify some of the psychological effects of Racial Trauma and (3) Participants will learn healing practices that can be used to alleviate some of the psychological effects of racial trauma.

Susana Ferradas, Ph.D. joined the Johns Hopkins University Counseling Center as a Staff Psychologist and the Coordinator for services for Latinx students and Liaison to Student Groups. She also lead the Counseling Center Advisory Board (CCAB), which promotes mental health awareness on campus and informs the Center's diversity, equity, and inclusion efforts. She has over twenty years of experience in the behavioral health field as a clinician, consultant, educator, and mentor. As a seasoned clinician with wide-ranging assessment experience, Susana has extensive experience working within strength-based, cultural frameworks to reduce barriers to healthcare. She also works to engage individuals and systems to reduce mental health stigma, particularly for those who have been marginalized. Her overall commitment to being an empowering agent is the cornerstone of my work. She received her Ph.D. from Howard University's APA-accredited Counseling Psychology program in Washington, D.C. and completed my doctoral residency at the University of Memphis in Memphis, Tennessee. She obtained her Masters in Mental Health Counseling and Bachelor of Arts in Psychology and Secondary Education from the University of Miami in Coral Gables, Florida. Through a supportive, encouraging, and empowering therapeutic style, Susana helps the individuals she works with develop practical skills to make positive changes in their lives. She utilizes an integrative approach primarily drawing from family systems, solution-focused, interpersonal/relational, multicultural, and cognitive-behavioral frameworks. Her clinical, research, outreach, and teaching interests include social justice and advocacy, multiculturalism, and cross-cultural adjustment and identity development.



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