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DIVERSITY
LEADERSHIP
COUNCIL

DIVERSITY RECOGNITION AWARDS

May 10, 2024 • 3:00 – 5:00 P.M.
Homewood Campus

JOHNS HOPKINS
UNIVERSITY & MEDICINE



2024 DIVERSITY RECOGNITION AWARD CEREMONY

Opening Remarks

James Calvin, Professor, Carey Business School

Co-Chair, Diversity Leadership Council

Executive Vice Provost Remarks

Lainie Rutkow, Executive Vice Provost

Welcome

Emil L. Cunningham, Assistant Vice Provost for Diversity and Inclusion & Deputy Chief Diversity Officer

Office of Diversity & Inclusion

Presentation of Diversity Awards

Presentation of James Calvin Award for Excellence in Diversity, Equity, and Inclusion

Reception with Performance by The Kismet Jazz Trio

INDIVIDUAL AWARDS



Alana Crockett, Applied Physics Laboratory

Brandi Glover, School of Medicine

Derrick Pope, Applied Physics Laboratory

Kevin Frick, Carey Business School

Natalie Wang, Krieger School of Arts and Sciences

Ryan Alezz, Whiting School of Engineering

Shemika Brooks-Woods, Student Health and Well Being

Tiara Willie, Bloomberg School of Public Health

GROUP AWARDS

APL's Accessibility Map Sub team

Applied Physics Laboratory

Bloomberg Center for Government Excellence

Academic Centers

DEI Ambassadors FUSE Sub team

Applied Physics Laboratory

JAMES CALVIN AWARD FOR EXCELLENCE IN DIVERSITY, EQUITY, AND INCLUSION

Demere Woolway

University Administration

Norma L. Day Vines

School of Education

Sherita Hill Golden

Johns Hopkins Medicine

INDIVIDUAL AWARDS

Alana Crockett

Senior National Security Analyst

Applied Physics Laboratory

Alana developed a training for leaders about what to say and do to facilitate a positive and inclusive environment for LGBT+ staff. The training emphasizes ways in which leaders can leverage their authority to mold the culture of APL and how to navigate situations they will encounter as supervisors. "Supporting LGBT+ Employees as a Senior Leader at APL" has been briefed to groups and mission areas across APL, as well as to APL Executive Leadership. The training is now offered on the Allies website.

Brandi Glover

PhD Student

School of Medicine

Brandi founded and leads the Student Mothers Of Hopkins (SMOH), providing vital social support and resources for student mothers, reflecting her own experiences as a student mother of two. Additionally, Brandi's involvement extends to executive roles in the Biomedical Scholars Association (BSA) and the Graduate Student Association (GSA), where she contributes significantly to recruitment, retention, and community-building efforts. Last year, Brandi represented JH School of Medicine at the Annual Biomedical Research Conference for Minoritized Scientists (ABRCMS), and she played a pivotal role as the sole teaching assistant for JHSOM's Basic Science Institute Summer Internship Program (BSI SIP), showcasing her leadership and mentoring abilities amidst challenging circumstances.

Derrick Pope

Group Supervisor

Applied Physics Laboratory

Throughout his tenure at APL, Derrick Pope has consistently demonstrated his dedication to fostering an inclusive workplace environment alongside excelling in his technical roles. In 2020, he volunteered as the inaugural DEI Team lead for his group, igniting enthusiasm and ensuring regular attendance at monthly meetings. Derrick further extended his impact by co-leading the Force Projection Sector's (FPS) Core DEI team, spearheading numerous initiatives to enhance inclusivity for over 1,795 technical staff members. He exhibited courageous leadership by addressing concerns and advocating for marginalized groups, earning a reputation as a trustworthy DEI ally across APL. Notably, when LGBTQ+ staff faced a support issue, Derrick provided guidance, advocated for action, and facilitated connections with appropriate resources, prompting responsive measures from APL leadership. Despite the demands of his technical role, Derrick consistently prioritized creating a supportive and safe environment, exemplifying resilience, dedication, and leadership in his efforts to champion inclusivity at APL.

Kevin Frick

Professor

Carey Business School

Kevin Frick's involvement in diversity and inclusion spans across various activities and leadership roles within the university community. They participate in several impactful initiatives such as serving on the Diversity Leadership Council and the Carey Business School's inclusive teaching committee, while also engaging in activities aimed to sustain a sense of belonging for specific groups like LGBTQ+ individuals, women, and international students. They have led efforts in creating awareness about pronouns, creating a video that is available through the University's HR Diversity and Inclusion Resources. In addition, Kevin has served as a co-chair on the Trans Awareness Task Force and served on the committee to plan the Transversity event for Transgender Day of Visibility. Overall, Kevin's extensive involvement, advocacy, and commitment epitomize allyship, authenticity, and empowerment within the JHU community.

Natalie Wang

Undergraduate Student

Krieger School of Arts and Sciences

Natalie Wang significantly contributed to the establishment of Critical Diaspora Studies, a new ethnic studies major at the Krieger School. Her leadership and community organizing skills have been instrumental in addressing anti-Asian racism and promoting inclusivity on campus. Natalie's visionary approach and tireless dedication have driven every aspect of these endeavors, from organizing meetings, drafting proposals, and advocating for institutional support. Serving as an undergraduate fellow at the Chloe Center for the Critical Study of Racism, Immigration, and Colonialism, she has significantly expanded outreach efforts, leaving a lasting impact on anti-racist

programming for future generations. Natalie's commitment to inclusive education and social justice remains solidifies her as a remarkable force for change

Ryan Alezz

Undergraduate Student

Whiting School of Engineering

Ryan Alezz is exceptionally dedicated to advancing diversity, inclusion, and multiculturalism at Johns Hopkins University. Ryan's leadership in organizing the "Fast with Muslims" interfaith Iftar has significantly enhanced understanding and appreciation of Muslim customs among students of diverse backgrounds. Through this initiative he fostered meaningful dialogue about religious diversity, promoting inclusivity on campus. Ryan's advocacy efforts during the Palestinian crisis have helped destigmatize Middle Easterners and Muslims, contributing to a more inclusive community. His instrumental role in establishing prayer spaces, including a dedicated room in the MSE Library, reflects his commitment to creating a supportive and diverse environment aligned with the University's values.

Shemika Brooks-Woods

Assistant Director of Group Programming

Student Health and Well Being

Dr. Shemika Brooks-Woods has demonstrated an unwavering commitment to diversity, equity, and inclusion (DEI) during her tenure at JHU, showcasing leadership and innovation. In the nearly seven years at the Homewood Counseling Center, she has integrated DEI principles into services and trainings, serving as a trainer for doctoral interns and leading efforts for the Justice, Equity, Diversity, and Inclusion (JEDI) Committee. Dr. Wood's impact extends beyond her role as Assistant Director for Group Programming, as she co-advises the Female Leaders of Color (FLOC) student organization, supporting student DEI-driven efforts. Her passion for social justice resonates through her work, creating a supportive environment that celebrates diversity and equity within the university community.

Tiara Willie

Assistant Professor

Bloomberg School of Public Health

Dr. Tiara Willie, a Bloomberg Assistant Professor at BSPH's Department of Mental Health, is a Black female social epidemiologist specializing in violence prevention and HIV research, dedicating over

5 years to community-engaged projects with Black women living with HIV. She has led numerous NIH-funded studies on HIV prevention, with her findings published in prestigious journals like the Journal of AIDS. Dr. Willie plays a crucial role in integrating training on structural racism within the department, including its impact on partner violence, drug use, and HIV risk. Additionally, she initiated a new course on "intersectionality" in public health research and practice. Beyond academia, Dr. Willie actively collaborates with legislators and advocates to translate her research into policy solutions, such as establishing an Office for Missing and Murdered Black Women and Girls within the US Department of Justice, a pending legislation she championed.

GROUP AWARDS

APL Accessibility Map Subteam

Applied Physics Laboratory

APL's Advocates for Diverse Abilities Affinity Group collaborated with ASPIRE high school interns to develop an APL Accessibility Map, recognizing the importance of physical collaboration among staff. The initiative aims to ensure ease of navigation for all, including those with disabilities, across APL's campus. The initial map creation involved identifying and prioritizing accessibility challenges, paving the way for a dynamic map system. Through mentorship and collaboration, the team empowered interns to contribute to the project, emphasizing inclusivity and equity. Despite their demanding schedules, the ADA team members dedicated their spare time to this initiative, demonstrating their commitment to fostering accessibility and inclusivity at APL.

Bloomberg Center for Government Excellence

Academic Centers

The Bloomberg Center for Government Excellence has made a profound impact on fostering diversity, inclusion, and equity within the public sector. Their innovative data-driven strategies have led to significant positive changes in communities, promoting more equitable outcomes for underserved residents. Through global training initiatives delivered in multiple languages and inclusive approaches like live relay interpretation, they ensure broad engagement, transcending language and cultural barriers. Their leadership in programs like the City Data Alliance and What Works Cities Sprints underscores their commitment to advancing diversity, equity, and inclusion both within Johns Hopkins and beyond.

DEI Ambassadors FUSE Subteam

Applied Physics Laboratory

Jen Benzing, Sylvie DeLaHunt, and Erin Richardson lead the DEI Ambassadors FUSE Subteam, a

crucial initiative supporting APL's goal of being a model organization for Diversity Equity and Inclusion (DEI). Rolled out in 2023 through collaborative efforts across APL, the DEI Ambassadors Program aims to expand awareness and engagement with DEI topics and resources Lab-wide. By establishing a network of informed advocates, the program facilitates cross-Lab collaboration and encourages participation in DEI efforts at all levels of the organization. The program focuses on training and supporting DEI Ambassadors, promoting Lab-wide communication, and providing valuable feedback to leadership and DEI teams. Since its inception, the program has trained over 250 DEI Ambassadors, representing approximately 2.5% of APL's workforce, showcasing its impact and success.

JAMES CALVIN AWARD FOR EXCELLENCE IN DIVERSITY, EQUITY, AND INCLUSION

Demere Woolway

Executive Director, Inclusive Excellence Education and Development

University Administration

Dr. Demere Woolway has had a monumental impact on fostering inclusivity at Johns Hopkins University (JHU), particularly within the LGBTQ+ community. As the inaugural director of LGBTQ+ Life, Dr. Woolway introduced groundbreaking initiatives such as the Safe Zone program and the administration of an LGBTQ+ Needs Assessment, addressing unmet needs and creating inclusive programming like Lavender Celebration. Notably, Dr. Woolway navigated JHU's IT infrastructure to ensure affiliates could use their chosen names, leading to approximately 40 system modifications and the adoption of a university-wide Chosen Name Policy, significantly improving the experience for Trans affiliates.

Now serving as the Executive Director for Inclusive Excellence Education and Development, Dr. Woolway continues their commitment to fostering diversity, equity, and inclusion (DEI) at JHU. They developed the Diversity Leadership Institute (DLI) and the Leading DEI Strategy in Higher Education certificate program, empowering DEI professionals to advance inclusivity across the institution. Dr. Woolway's diligent leadership has transformed JHU's landscape, making significant strides towards creating a more inclusive campus climate.

Norma L. Day-Vines

Executive Director, Inclusive Excellence Education and Development

School of Education

Dr. Norma L. Day-Vines serves as the Associate Dean for Diversity and Faculty Development at

JHU's School of Education (SOE), where she has spearheaded efforts to ground the school in diversity, equity, inclusion, and belonging. Under her leadership, the SOE underwent an equity audit followed by a strategic planning process focused on six areas of growth identified by the audit findings. Dr. Day-Vines has implemented innovative initiatives, including a formalized book club program, the annual I.D.E.A.S. Graduate Student Diversity Conference, the integration of the DEI Ambassadors Program to support student efforts related to recruitment and retention of underrepresented students and securing funding for a PhD preparatory program for first-generation students.

Dr. Day-Vines' impact can be seen through her implementation of monthly diversity-related virtual workshops and diversity leadership seminars aimed at developing anti-racist leaders within the SOE community. She has expanded these workshops to other divisions within Johns Hopkins University/Medicine, reflecting her commitment to addressing diversity, equity, and inclusion challenges within the larger society and university setting. Dr. Day-Vines' professionalism and dedication have notably improved the overall climate and culture of the SOE, making her a driving force in advancing diversity and inclusion efforts at the institution.

Sherita Hill Golden

Hugh P. McCormick Family Professor of Endocrinology and Metabolism

Johns Hopkins Medicine

Dr. Sherita Hill Golden, the Hugh P. McCormick Family Professor of Endocrinology and Metabolism, holds joint appointments at Johns Hopkins University. Her research focuses on endogenous sex hormones' role in cardiovascular disease, diabetes, and insulin resistance, as well as mental health complications of diabetes. Dr. Golden has authored over 275 articles and leads the Johns Hopkins site of the Diabetes Prevention Program Outcome Study. In her executive roles, she has developed interventions to address health disparities and enhance patient safety and quality of care.

As inaugural Executive Vice-Chair of the Department of Medicine at Johns Hopkins School of Medicine (2015-2019), Dr. Golden launched a department-wide civic engagement initiative, resulting in programs that addressed community-related concerns and enhanced employee engagement following Baltimore's civil unrest surrounding the 2015 death of Freddie Gray.

During her tenure as Vice President and Chief Diversity Officer for Johns Hopkins Medicine (2019-2024), she oversaw diversity, inclusion, and health equity strategy and operations for the School of Medicine and Johns Hopkins Health System. This included staff training for accurate collection of self-identified patient demographic data; system-wide policies prohibiting patient discrimination and discriminatory aggression toward employees and trainees and allowing the

use of chosen names on ID badges; a system-wide in-person and online unconscious bias and anti-oppression education programs; and a system-wide Disability and Accessibility Workgroup. In partnership with JHM Human Resources, she launched the Levi Watkins, Jr. Mentorship Program, which is designed as part of JHM’s talent management strategy focused on identifying and developing high-potential leaders, including those from underrepresented groups. During COVID-19 she facilitated mobile community testing and education for the underserved in Baltimore City and equitable vaccine distribution to non-clinical, minoritized frontline staff across JHM. Dr. Golden is a leader in the national discussion advancing health equity and a steadfast advocate for diversity and inclusion at Johns Hopkins.

Diversity Leadership Council (2023-2024)

Aaron Hodukavich	Julie Thomas
Adler Archer	Juliet Owuor
Alyssa Columbus	Kait Wood
Amanda Brown	Kathy Forbush
Amber Murphy	Kathy Schnurr
Andre Grajeda	Katrina Caldwell*
Andrea Young	Kevin Frick
Angela Gilmour	Khadijah Davis
Antonio Eubanks	Khudai Tanveer
Araceli Frias	Kristi Tredway
Ashley Clarke	Lanise Stevenson
Barbara Detrick	Linda Boyd
Cathie Axe	Lisa Young
Celine Greene	Liz Skerritt
Charles Lu	Lynne Jones
Cherita Hobbs	Megan Barrett
China Wilson	Michael Ward
Christine Kavanagh	Mindi Levin
Crystal Burns	Nilaya Baccus Hairston
Danielle McCamey	Noemi Crespo Rice
Darlene Saporu	Rachel Baffoe-Bonnie
Demere Woolway	Ralph Etienne Cummings
Dezmond Cole	Ramin Mojtabai
Emil Cunningham	Rina Agarwala
Emma Petruzzelli	Robbie Shilliam

Eric Mason	Sara Shunkwiler
Erin Fox	Shanon Shumpert
finnigan madison	Shekeitha L. Jeffries
Georgann Nedwell	Sherita Golden
Harolyn Belcher	Sierra Williams-McLeod
Homayra Ziad	Stacey Marks
James Calvin*	Susana Ferradas
Janet Ortiz	Tanya Johnson
Jermaine Monk	Tony Teano
Joel Bolling	Virginia Herring
Joseph Colón	*co-chairs