

2010 JHU Diversity Recognition Awards Johns Hopkins Medicine Recipients

Several individuals and groups within the Johns Hopkins Medicine community were among those who received the university's Diversity Recognition Awards for 2010. Below you will find remarks, delivered by Vice Provost for Institutional Equity Caroline Laguerre-Brown, at a ceremony acknowledging these recipients' contributions to diversity and inclusion.

INDIVIDUAL AWARDS

Heather Benz

As a volunteer for the Incentive Mentoring Program (IMP), Heather Benz has helped IMP work towards its mission of improving the mental, social and physical health of inner city Baltimore high school students. IMP is a nonprofit organization that was originally founded by Sarah and Ryan Hemminger as a partnership between JHU's School of Medicine and Baltimore City's Paul Lawrence Dunbar High School. The objectives of the program are two-fold: Johns Hopkins medical and graduate student volunteers tutor and mentor Dunbar students on a weekly basis and guide the students in organizing and participating in service projects to benefit the East Baltimore community. The IMP program targets teens that are at the highest risk of failing out of high school and transforms them into college-bound role models.

While the majority of the volunteers focus on directly interacting with high school students, a select few volunteers dedicate themselves to the programmatic and structural development of IMP by working to expand the opportunities available to the current IMP students. They also recruit volunteers, fundraise and build strategic relationships to build and grow IMP. Heather is one of those select volunteers.

Heather's contributions have been crucial to both the internal expansion at the JHU-Dunbar site and external expansion to a second site. In March, IMP formally announced the enrollment of its third cohort of students at Paul Laurence Dunbar High School. Heather has collaborated with Dr. Daniel Teraguchi from JHU's Office for Student Diversity to create the Diversity and Academic Advancement Institute (DAASI), an IMP-JHU partnership. While IMP is a year-round program, DAASI engages students during the most critical months of the year—when they are not in school and are most likely to return to their cycle of violence, drugs and gangs.

DAASI is designed to break this cycle and replace it with a new cycle of learning, service, and social well-being. They provide an environment in which the students are surrounded with a family of mentors and access to educational opportunities at Johns Hopkins University. Heather has been an instrumental force in every aspect of the creation of DAASI, from partnering with Johns Hopkins to applying for funding to developing the day-to-day curriculum for the students. As a result of Heather's efforts, IMP students will be paid \$8 an hour to work in JHU labs and perform academic and community service activities five days per week.

In addition to DAASI, Heather represents the core of IMP's fundraising efforts. Before Heather arrived, IMP had raised \$20,000 in foundation grants since inception. Since Heather joined in 2007, IMP has raised more than \$200,000. Last year alone, Heather spent more than 200 hours writing grants on IMP's behalf. IMP's ability to enroll a third cohort of students is

largely dependent upon the time Heather committed to liaising with JHU deans, potential funders and applying for new grants.

Robert Drummond

Robert Drummond is a predoctoral student at the school of medicine. For the past eight years, Mr. Drummond has been extremely active in increasing the number of minority students entering The Johns Hopkins University School of Medicine's MD/PhD program.

Underrepresented minorities (URMs) are rare in MD/PhD programs due to a host of different factors. The recruitment of URMs has received attention because of the different perspectives they bring to the table, as well as the notion that diversifying the medical/research workforce will aid in the elimination of health care disparities. Prior to his admission, the school had four African-American males in the MD/PhD program, which is comparable to the absolute number of underrepresented minorities at the majority of medical institutions. In the span of six years, Mr. Drummond helped to recruit 13 African-American males into the MD/PhD program. This has far surpassed any of our peer institutions. Mr. Drummond's active recruitment and mentoring activities played a major role in each of these students' decisions to enroll.

Mr. Drummond used strategies he benefited from at his *alma mater*, Morehouse College, a historically black, all-male college. An example of his efforts and strategies include identifying the top candidates years out, developing relationships, mentoring them on the MD/PhD admissions process and ensuring that they felt that Hopkins was the place where they could thrive.

As a testament to Mr. Drummond's individual efforts, there are now four underrepresented minority students from Morehouse College alone in the Hopkins MD/PhD program. Many of these students never considered Johns Hopkins previously, but felt that they could make Hopkins their home after interacting with Mr. Drummond. Moreover, Mr. Drummond has shown a deep-seated commitment to the Student National Medical Association's Johns Hopkins chapter, which is dedicated to diversifying the face of medicine.

Mr. Drummond has also led and participated in the Health Professions Recruitment and Exposure Program (HPREP) which is devoted to exposing high school students to health careers and increasing the number of URMs entering medicine. Realizing that expansion of the minority pipeline is integral to diversifying medicine and eradicating health disparities, Mr. Drummond has taken on the challenge to help educate high school students about careers in the medical field. His passion for diversity is exemplified by the students who consider him a mentor and the many lives that he has personally affected.

Mr. Drummond has many accomplishments, but it is his character, commitment to service and sincere dedication which is most striking and noted by many of his peers.

Dalal Haldeman

Dr. Dalal Haldeman is the Vice President for Marketing and Communications for Johns Hopkins Medical Institutions.

It is easy to talk about the principles of diversity and inclusiveness. It is quite different to actually do the hard work of successfully advocating for these important values and achieving

concrete results. Dr. Haldeman has demonstrated a relentless commitment to diversity and inclusiveness in three distinct areas: as a member of the JHM leadership; as a tireless supporter of the Office of Diversity and Cultural Competence; and as Vice-President of Marketing and Communications (M&C).

First, Dalal is a consistent voice in emphasizing the importance of diversity and inclusion to Johns Hopkins Medicine. In fact, she is not shy about bringing these issues to the forefront in the numerous meetings she attends or conversations she holds with senior JHM leadership. Dalal intuitively knows how important these principles are with respect to the community and to the institutions' standing in an increasingly multicultural society. This advocacy helped support the adoption of the Diversity and Inclusion Vision 2020 strategic plan.

Secondly, she has been a strong supporter of new leaders in diversity such as Dr. Brian Gibbs, particularly as he has gone about introducing his office and his vision to JHM. Dalal has taken a hands-on approach in ensuring that numerous Hopkins Medicine publications have highlighted his new office and its mission. She also provided him key assistance on projects ranging from helping him build a new website to helping his office promote the movie "The Deadliest Disease in America".

Lastly, she has applied her beliefs to the operations and vision of Marketing and Communication. She requires that at least one underrepresented minority be interviewed for every open position. This action has led to a new awareness among hiring managers that there is a talented pool of individuals outside the normal hiring processes. She established an Employee Engagement and Diversity Council which helps ensure that a workforce that reflects the goals of the institution in terms of diversity and inclusion is maintained. She created a funded internship in M&C for an underrepresented minority intern. This internship provides opportunities for minority trainees from Johns Hopkins Hospital who want to train in marketing while they are being paid in their regular job. M&C also hosts two diversity summer interns each year, and has done so for several years. She is also requesting funding for M&C in the support of recruitment efforts for underrepresented minorities for director and manager openings in M&C.

Justin C. McArthur

Dr. Justin McArthur is the chair of the Department of Neurology. Here to accept the award on his behalf is Ms. Sue Cohen. Ms. Cohen funded the Nathan Cohen Lectureship and has attended nearly every lecture. She has also made very important gifts to support the HS Internship Program in Neurology for the last few years.

Neurology as a field represents a special challenge. There is a shortage of underrepresented minority neurologists, especially in academic medicine. Dr. McArthur has been singularly successful in recruiting minority trainees and faculty. His success reflects his personal efforts and his drive to attract outstanding minority candidates. Promoting diversity has been a prominent personal goal of Dr. McArthur throughout his career. He began recruiting minority students when he attended several regional meetings of the Student National Medical Association and publicized Hopkins' commitment to minority residency applicants. In September 2009 he hosted the SNMA national meeting at Johns Hopkins.

As Neurology program director and subsequently as chair, Dr. McArthur actively solicited minority applications. In his final year as director, he succeeded in recruiting a class of residents composed entirely of highly accomplished minority and women physicians who were intensively recruited by all of the best programs. Early in his chairmanship, he went on to commission a consultation from MBA capstone candidates to provide further ideas for improving the recruitment of residents into the department's program. The Class of 2011 is composed of four of the six residents from URM groups, and approximately 20 percent of the resident pool represents URMs.

One of the other ideas from the MBA Capstone consultation was to reach out to high school and medical students from Baltimore City and minority medical schools to provide electives and opportunities at Hopkins to stimulate an interest in the neurosciences. In 2007 and 2008, Neurology organized a research experience for Baltimore City high school minority students. Fourteen students received a \$3,000 stipend to work on research projects under the supervision of Neurology faculty.

Dr. McArthur also supported an active outreach program to Morgan State which was spearheaded by Dr. Dana Boatman. Minority faculty recruitment and development have been a longstanding effort of Dr. McArthur's. In the last 4 years, first as interim chair and then as chair, he has successfully recruited superb minority faculty. From a starting point of two Latino faculty members and no African-Americans when he began, Neurology now has three African-American and four Latinos as faculty members.

Additionally, Dr. McArthur has been a leader nationally in engagement with the NIH Specialized Neuroscience Research Program (SNRP) that promotes neuroscience in predominantly minority medical schools. Through the SNRP, he has developed projects with two minority medical schools (UPR and UH) for the past five years.

Delia Silva

Ms. Silva is a graduate student in the Department of Neuroscience. Delia has been a critical component of the Junior Biomedical Scholars Mentorship Program (a local outreach program with Dunbar High School). As part of her efforts with that program, she also sought out and secured funding from the Department of Neuroscience for the purchase of SAT preparation materials.

Currently, she is developing a new Hopkins-based mentorship program for students from nearby high schools. This program will provide candidates the opportunity to "embark on a scientific quest", as she describes it, and develop a question about life sciences that they could answer experimentally, culminating in state and national fair competitions. This past year she also traveled to the SEED school in Anacostia (Washington, DC) to serve as a judge in its first annual science fair on behalf of the Department of Neuroscience. Apart from these impressive efforts, Delia has been a tireless advocate of URM students during the department's recruitment efforts, and is no doubt a significant component of the department's success in this regard.

Barbara Ziegler

Ms. Ziegler is a registered nurse in the outpatient chemotherapy infusion clinic based at the Johns Hopkins Bayview Medical Center. Currently Barbara is a graduate student in Nursing Education with a focus in transcultural nursing. She is designing her graduate thesis work that will evaluate the effectiveness of a teaching intervention to nurses on the topic of diversity knowledge and cultural awareness.

Barbara has a sincere interest in multicultural nursing and she applied that interest in her own workplace after she identified a knowledge gap with regard to Muslim patients. She developed a knowledge survey on the Muslim culture and administered the survey to her colleagues in the chemotherapy infusion clinic. Barbara shared the results and provided balanced and accurate information to the group, dispelling many misconceptions pertaining to Islamic customs.

Barbara is fluent in Spanish and functions as an interpreter for many of our Spanish-speaking patients. She is well-versed in various Hispanic and Latin traditions and health care beliefs, and she readily shares these with co-workers in an attempt to bridge the cultural gaps that are often experienced in clinical settings.

Barbara reads many nonfiction books on various cultures and readily shares interesting facts learned from her readings. She also serves on the Cultural Diversity Committee at Johns Hopkins Bayview Campus. She is a bright, compassionate, motivated individual who celebrates diversity, inclusion and multiculturalism in just about every aspect of her life.

GROUP AWARDS

Johns Hopkins Bayview Medical Center Black History Month Committee

Since 1982, the Black History Month Committee at the Johns Hopkins Bayview Medical Center has been committed to supporting the pride and accomplishments of African Americans at Johns Hopkins and around the world. The committee has done this by adopting an inclusive philosophy and presence in their programming and volunteers, and taking intentional steps to bring awareness and understanding around issues important to African Americans to our co-workers and community.

Mission Statement (formulated in 1990):

- To promote an understanding of the African American experience through exposure to the historical and current perception of a people.
- To develop opportunities to present African American culture to the Medical Center with the intention of including other ethnic groups.
- To develop a continuously functioning committee structure to be an asset to the Medical Center.

The committee's annual events have fostered an understanding of the African American experience through lectures, cultural arts presentations, and display cases. Each year, speakers are chosen based on topics that provide insight and inspiration for all who attend. Speakers have included Dr. Ben Carson; Dr. Levi Watkins; U.S. Representative Elijah Cummings; Dr. Marshall Johnson, Associate Director of Cardiology, University of Maryland; Dr. Ben Vinson,

Director for the Center of Africana Studies at JHU; and Dr. David Nichols, Vice Dean of Education, Johns Hopkins University School of Medicine.

Most recently, we brought in Mr. Kenneth Grant, Vice President of Support Services for The Johns Hopkins Hospital. Mr. Grant spoke on a topic that is extremely important to our organization and to Johns Hopkins—the importance of mentoring in a diverse and inclusive environment. These lectures have been effective in engaging the staff, including physicians and senior staff of the hospital because we brought in a wide array of health care experts and academicians to talk about African-American health issues, history, health disparities and leadership.

The committee has a long tradition of reaching out to school aged children to broaden their appreciation of the history and contributions of African Americans in an interactive and creative format and make them aware of local resources in the community. Public and private school children are invited to attend either a Walk Thru History Day or a Cultural Arts Day. The Walk Thru History engages school age children in African American History through displays from Negro Baseball League, story boards on African American history from Enoch Pratt Free library, figures from the National Great Blacks in Wax Museum. A Cultural Arts Day engages school age children in a variety of cultures through dance and art. The committee features dance groups representing African American, Hispanic, Greek and Philippine cultures. An African Story Teller spins tales and teaches life lessons in an interactive forum. This day has also featured an art contest from the schools. The students are asked to create artwork representing African American history or something from their own culture. The art work is judged by a renowned African American artist. The featured artist's work is on display during the day.

The opportunity to work across generational, racial, cultural, religious and socio-economic lines has provided each committee member with new perspectives and renewed commitment to sharing the history and legacy of African Americans everywhere.

Johns Hopkins Pharmaquip, Inc., Durable Medical Equipment Division

The Durable Medical Equipment (DME) division of Johns Hopkins Home Care Group's Pharmaquip exemplifies an appreciation for and celebration of diversity and inclusion.

DME's commitment is evidenced by a collaboration launched by Johns Hopkins Home Care Group President, Daniel Smith and Director of Human Resources Denise Lannon. Denise approached Dan with an idea that the group actively engage in diversity and inclusion efforts with another organization. Dan suggested that DME partner with the National Federation of the Blind. Backed by an immediately receptive executive team, Denise began facilitating meetings between the two organizations. Denise also developed a proposal that a part of the Johns Hopkins Home Care Group consider hiring a visually-impaired individual. It was DME's director, Penny Carey, who immediately volunteered to do so, hiring a visually impaired high school student for the summer to give them the opportunity for real life work experience. Johns Hopkins Home Care Group also solicited the help of Johns Hopkins Hospital disability experts to assist the group in evaluating how they might modify their environment to meet the needs of visually impaired individuals.

Denise and many members of the Home Care Group team made other connections with the National Federation of the Blind. Johns Hopkins Home Care Group hosted a job fair for 12 Federation students, which provided them with interviewing and resume training and meetings with employees to learn about their professions, work experience and educational backgrounds.

This year Johns Hopkins Home Care Group plans to hire two students from the Federation—providing *them* with the opportunity for real life work experience with Johns Hopkins Home Care Group, and providing Johns Hopkins Home Care Group with the opportunity to learn with and from these individuals.