

# Incorporating Diversity, Health Equity and Inclusion in Nursing Inquiry

**Cheri C. Wilson, MA, MHS, CPHQ (she/her/hers)**  
**Diversity, Equity, and Inclusion Program Director**  
**Office of Diversity, Inclusion, and Health Equity**

Showcase for Hopkins Inquiry and Nursing  
Excellence (SHINE) Conference 2024  
April 15, 2024



**JOHNS HOPKINS**  
M E D I C I N E

# Disclosure

- I have no actual or potential conflict of interest in relation to this program/presentation.

# Objectives

- Describe the Johns Hopkins Medicine Office of Diversity, Inclusion, and Health Equity and its role
- Explain the importance of diversity, equity and inclusion considerations in scientific inquiry
- State one strategy for reducing bias in scientific inquiry work

# Office of Diversity, Inclusion, and Health Equity (ODIHE)



JOHNS HOPKINS  
M E D I C I N E

# The JHM Equity Statement

At Johns Hopkins Medicine, we believe that everyone has a role in promoting diversity, inclusion, and equity in health care, research, and education.

We must acknowledge, actively address and work toward effectively managing our negative biases, so that we collectively make decisions that improve the lives of our patients, our colleagues, our learners, and our community.

We stand against discrimination and oppression in all their forms.

It is vital that we achieve equity for all, including those who are most vulnerable.

**JHM Office of Diversity, Inclusion, and Health Equity**  
 Interim Chief Diversity Officer; Senior Vice President and Chief Human Resources Officer  
 Inez Stewart, M.Ed.



Executive Assistant  
 Tamala Knox

JHM/JHHS Diversity, Equity, and Inclusion Program Director  
 (Cheri Wilson, MA, MHS)

**Training and Culture\***

**Biomedical Workforce Diversity\***

**Health Equity§**

Senior Associate Dean for Diversity and  
 Inclusive Excellence (Dr. Maria Trent; 0.5 FTE)

Health Equity Program  
 Manager  
 (Alaysia Phillips, MPH)



SOM Program Director for  
 Diversity and Inclusion  
 (Shellon Johnson, MBA, MPA)

Health Equity Program  
 Director  
 (Dr. Risha Irvin; 0.4 FTE)

SOM Program Coordinator  
 (Dyesheena [Sheena] Brown)



SOM Multicultural Partnerships  
 Liaison (Dr. Alex Garcia; 0.05  
 FTE)



**Data, Measurement and Reporting:** Business Intelligence Developer (Hessam Sadatsafavi, PhD)



**LGBTQ+ Training, Workforce, Policy, and Health Equity Programs:** Program Director (Paula Neira, JD, MSN)



Senior Administrative Coordinator (Charles Harris)

SOM Administrative Coordinator (Ramanda Holloway)



**Key Collaborating Partners:**

**\*Biomedical Workforce Diversity, Training and Culture: JHM Human Resources**  
**§Health Equity: Office of Population Health and Armstrong Institute for Patient Safety and Quality,  
 JHM Language Services, JHM/JHU Government, Community, and Economic Partnerships**

# School of Medicine Office of Diversity and Inclusion



Interim Chief Diversity Officer; Senior Vice President and Chief Human Resources Officer  
Inez Stewart, M.Ed.

Executive Vice Dean, SOM  
Dr. Landon King



**SOM Diversity and Inclusion Program Director**  
**Shellon Johnson**

- Oversee SOM diversity awareness training (coordinated with JHM ODI)
- Programmatic and strategic oversight for SOM Diversity Council
- Program development for URM faculty, housestaff, post-doctoral fellows, and students (liaison to SOM Office of Faculty Development)
- Oversee report preparation and assess program outcomes
- Provides strategic organizational to SOM Pathway Programs

**Senior Associate Dean for Diversity and Inclusive Excellence**  
**Dr. Maria Trent**

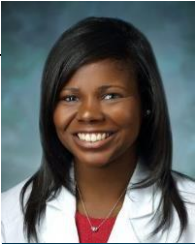
- Focus on URM faculty, housestaff, and post-doctoral fellow diversity and inclusion
- Chair SOM Diversity and Inclusion Steering Committee
- Serves as Diversity Advocate on SOM Search Committees
- Collaborate with Assistant Deans for Medical Student, Graduate Student, and GME DEI as well as Vice Dean for Faculty

**SOM Diversity and Inclusion Program Coordinator**  
**Sheena Brown**

- Administrative support for SOM Diversity Councils
- Oversees coordination of URM Residency Program Recruitment Weekend
- Oversees CARES Symposium
- Assists in coordination of medical and graduate student second look activities
- Coordinates sending students, residents, and faculty to URM scientific meetings for recruitment purposes



**SOM Administrative Coordinator**  
**Ramanda Holloway**



Assistant Dean for Graduate Student Diversity, SOM  
Dr. Andrea Young



Assistant Dean for Medical Student Diversity, SOM  
Dr. Nathan Irvin



Assistant Dean for Graduate Medical Education and Post-Doctoral Affairs Diversity, SOM  
Dr. Marquita Genies

# JHM Equity Governance Structure

**Equity Governing Committees:**  
**JHM DEI Executive Steering Committee**  
**JHM Diversity, Equity, and Inclusion Leadership Advisory Committee**

## Office of Diversity, Inclusion, and Health Equity

### Workforce Equity

**Governing Committees:**  
**JHHS D & I Core Team**  
**SOM D & I Steering Committee**

Partners:  
- JHM Human Resources

### Health Equity

**Governing Committee:**  
**JHM Health Equity Advisory Committee**

Partners:  
- Office of Population Health  
- Armstrong Institute for Patient Safety and Quality  
- Language Services  
- Clinical Operations

### Culture

**Governing Committees:**  
**Entity-Level D & I Councils**  
**JHM Employee Resource Groups**

Black/African American, Hispanic/Latinx, Indigenous, Asian and Pacific Islander, LGBTQ+, Veterans, People with Disabilities, Women

**Community Engagement**

Office of Government, Community, and Economic Partnerships (Maria Tildon)

**Advise Collaborate**

**Business Functions**

Finance  
IT  
Clinical Analytics  
M & C  
Facilities  
Development  
Public Safety



# ODIHE Mission and Vision

## Mission

Provide content expertise and programmatic support to institutional leadership and to recruit, promote, retain, and engage those underrepresented in medicine, science, nursing, and healthcare administration so that we can achieve health equity for the most vulnerable populations.

## Vision

We envision a Johns Hopkins Medicine where diversity, equity, and inclusion are in our DNA, and where together we commit to:

**Embracing** and celebrating our differences

**Educating** and developing our staff and learners

**Engaging** in equitable healthcare delivery and workforce practices

# Workforce Equity and Culture

## Education

- Provides educational programming on a variety of DEI topics in-person, virtual, and through Diversity University

## Workforce and Learners

- Work with Human Resources to provide a DEI lens in:
  - Recruitment, retention, promotion, and attrition of staff as well as learner and employee engagement and experience

## Policies

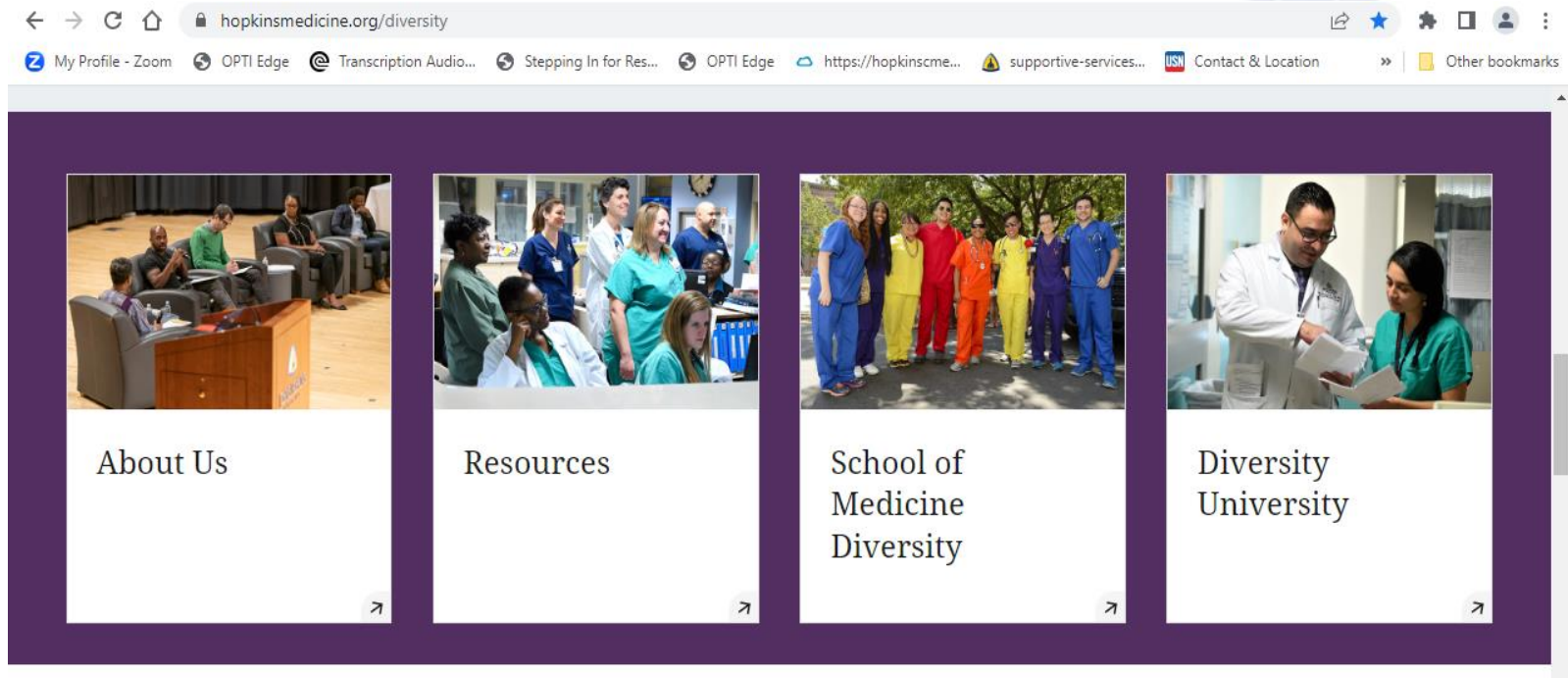
- Develop and/or review policies with a DEI lens

## Culture

- Launch and provide ongoing support to central and entity-level Employee Resource Groups (ERGs)
- Manage Heritage Month Achievers Awards Process and Annual MLK Commemoration
- Update and disseminate Multicultural Observances Calendar

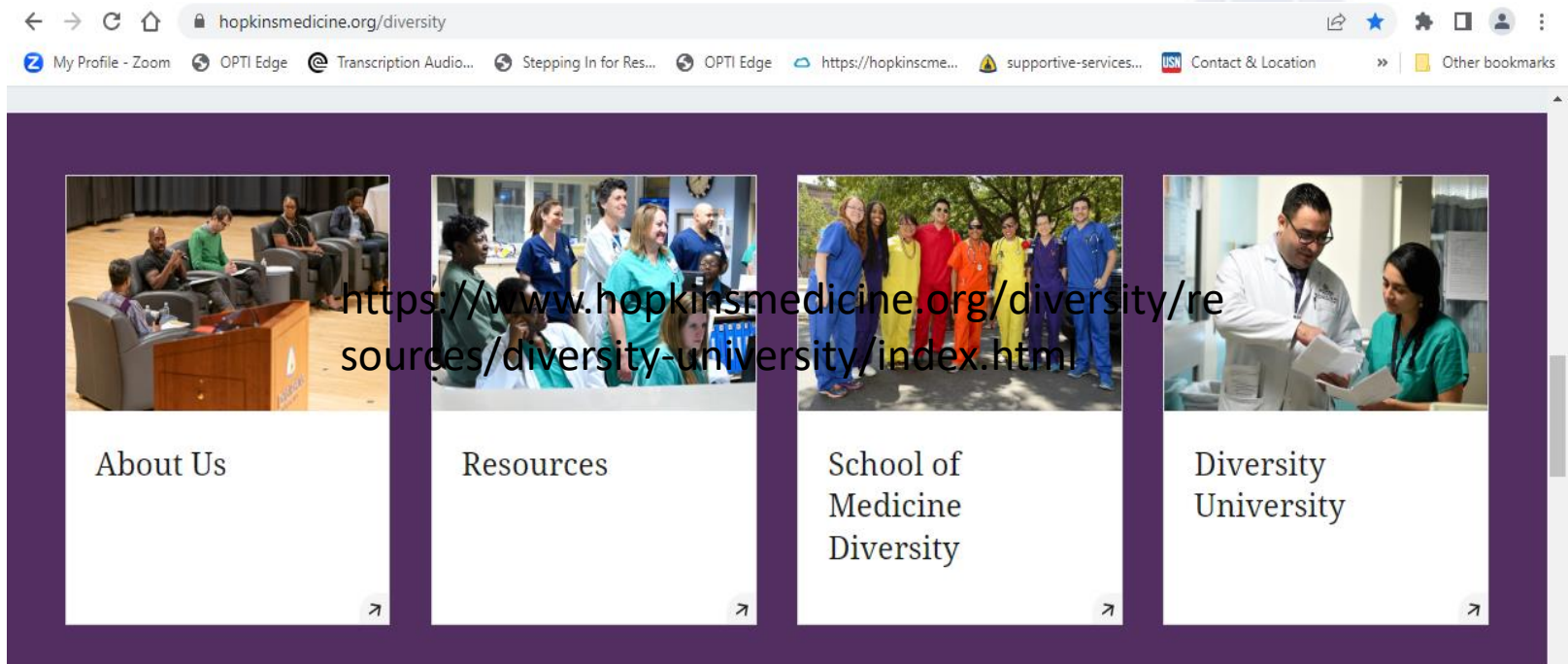
**Partnerships** include: Human Resources (Learning and Development), Language Services, Organizational Equity, Spiritual Care and Chaplaincy, Public Safety, Marketing and Communications, IT, Finance, Facilities Management, Development & Alumni Relations, and Office of Well-Being

# ODIHE Website



<https://www.hopkinsmedicine.org/diversity>

# Diversity University



hopkinsmedicine.org/diversity

My Profile - Zoom OPTI Edge Transcription Audio... Stepping In for Res... OPTI Edge https://hopkinsme... supportive-services... Contact & Location Other bookmarks

<https://www.hopkinsmedicine.org/diversity/resources/diversity-university/index.html>

About Us

Resources

School of Medicine Diversity

Diversity University

<https://www.hopkinsmedicine.org/diversity/resources/diversity-university/index.html>

# Employee Resource Groups (ERGs)



Use this QR code to join an ERG now

An employee resource group (ERG) is a voluntary group of employees, typically aligned with underrepresented identities, and allies who come together around common purpose, interests, and/or background.

At JHM, we have central and entity-level ERGs that are open to all employees.

Find your community (or learn more about and support another community)!

<https://www.hopkinsmedicine.org/diversity/about-us/employee-resource-groups>



Join an ERG now!!!

AN OVERVIEW OF JOHNS HOPKINS MEDICINE'S  
EMPLOYEE RESOURCE GROUPS (ERGs)

Johns Hopkins Medicine (JHM) Employee Resource Groups are made up of staff members, typically from underrepresented groups, and their allies who volunteer to come together based on a common purpose or background or on shared interests. These ERGs foster an inclusive workplace, giving employees opportunities to benefit from our community, contribute to patients' experiences and develop our existing diverse talent. ERG activities can include seminars and panel discussions and community events. All Johns Hopkins Medicine employees are invited to join our system-wide and entity ERGs. Each ERG is led by two co-chairs who oversee the ERG, as well as co-chairs for patient, community and workforce subcommittees. Each ERG offers volunteer opportunities. Activities and events align with the mission, vision, core values and strategic priorities of Johns Hopkins Medicine.

The Hopkins Diaspora ERG & Allies



Co-chair: [Eric Jones](#)  
Howard County Medical Center  
Black/African American & Allies Community of Change (BLAAACC) ERG  
Contact: [Chelsea Green](#)  
All Children's Hospital Black/African American Multicultural (B.A.A.M.) ERG & Allies  
Contacts: [Sheila Castle](#) and [Tiffany Larrea](#)

JHM Hopkins Familia ERG & Allies



Co-chairs: [Wilson Lamy](#) and [Victor Hernandez Gomez](#)  
Suburban Hospital Familia ERG & Allies  
Contact: [Monica Sandoval](#)  
Sibley Memorial Hospital Familia ERG & Allies  
Contact: [Pam Nunee](#)

JHU/JHM Hopkins Veterans ERG & Allies



Co-chair: [Adler Archer](#) and [Ken Barnes](#)  
All Children's Hospital Veterans ERG & Allies  
Contacts: [Alex Willoughby](#) and [Paul Danielson](#)

JHM Hopkins LGBTQ+ ERG & Allies



Co-chairs: [Matthew Werling](#) and [Darrel Peay](#)  
All Children's Hospital LGBTQ+ ERG & Allies  
Contacts: [Matthew Werling](#) and [Allegra Sarcha](#)  
Johns Hopkins Bayview LGBTQ+ ERG & Allies  
Contact: [Rachel Moseley](#)  
Howard County Medical Center LGBTQ+ ERG & Allies  
Contact: [Chert Wilson](#)  
Sibley Memorial Hospital LGBTQ+ ERG & Allies  
Contact: [Ivy Hunt](#)

JHM Employees with Disabilities ERG & Allies



Co-chair: [Ro Bowman](#) and [Noel Foster](#)

JHM Hopkins API ERG & Allies



Co-chairs: [Jeffrey Nguyen](#) and [Sophie Shi](#)  
All Children's Hospital Asian, Pacific Islander, and Desi American (APIIDA) ERG & Allies  
Contacts: [Allegra Sarcha](#) and [Connie Siu Guino](#)

JHU/JHM Indigenous ERG & Relatives\*



Co-chairs: [Emilyn Bauer Burns](#) and [Loretta Grey Cloud](#)

\*Note: The term "Relatives" is more meaningful to the Indigenous community than "Allies."

Our newest ERG

Caribbean Collaborative Network ERG & Allies

Co-chairs: [Melinda Thomas](#) and [Ingrid Roache-Headlam](#)

# 2024 MULTICULTURAL CALENDAR

The Johns Hopkins Medicine Office of Diversity, Inclusion and Health Equity and the Department of Spiritual Care and Chaplaincy are proud to present the **2024 MULTICULTURAL CALENDAR**, a guide to the holidays and commemorative months observed by our dynamic community of patients, families, faculty and staff members and students from a multitude of cultures, ethnicities and faiths.



## JANUARY

- 1 New Year's Day
- 7 Epiphany (Three Kings Day) ☞
- 9 Orthodox Christmas ☞
- 14 Makar Sankranti ☞
- 15 Martin Luther King Jr. Day
- 17 Guru Gobind Singh Jayanti
- 27 Holocaust Remembrance Day

## FEBRUARY

- National African American History Month
- 7 National Black HIV/AIDS Awareness Day
- 10 Lunar New Year ☞
- 10 Losar Bhoj☞ ☞
- 14 Ash Wednesday (Lent Begins for Western Christianity) ☞
- 19 Presidents Day
- 25-29 Ayyam-i-Ha Bhoj☞ ☞
- 29-31 Month of Fast Bhoj☞ ☞

## MARCH

- National Women's History Month
- National American Heritage Month
- 8 International Women's Day
- 8 Maha Shivaratri Hindu ☞ ☞
- 10-48 Ramadan (Month of Fasting) Islam ☞ ☞ ☞
- 17 St. Patrick's Day
- 18 Clean Monday (Lent Begins for Eastern Orthodox Churches) ☞ ☞
- 19 Rose Festival Honoring the Shen of Water, East and Spring ☞
- 19-20 Nowruz/New-Ruz ☞
- 20-26 National LGBT+ Health Awareness Week
- 23-24 Purim Jewish ☞
- 24 Memorial of Christ Death Jehovah's Witnesses ☞
- 24 Palm Sunday ☞
- 24 Tihar/Tika-taan (High Pure One) ☞
- 24-25 Holi Hindu ☞
- 29 Good Friday/Holy Friday ☞
- 31 Easter (Western Christianity) ☞ ☞
- 31 Transgender Day of Visibility

## APRIL

- Limb Loss and Limb Difference Awareness Month
- 4 Qingming Festival Chinese ☞
- 9 Ugadi/Gudi Padwa Hindu ☞
- 9-10 Eid-al-Fitr Islam ☞
- 13 Vesakhi Sikkhi Hindu ☞
- 14-16 Cambodian New Year/Khmer New Year
- 19-31 festival of Ridvan Bhoj☞ ☞
- 22-30 Passover Jewish ☞ ☞

## MAY

- Jewish American Heritage Month
- National Asian Pacific American Heritage Month
- 1 Beltane Wiccan ☞
- 5 Cinco de Mayo Mexican Heritage
- 5 Easter (Greek/Eastern Orthodox) ☞ ☞
- 5 Vaisakha Pujā Buddhist ☞
- 5 Yom Hashoah (Holocaust Remembrance Day)
- 5-6 Armed Forces Day
- 19 National Asian & Pacific Islander HIV/AIDS Awareness Day
- 19 Pentecost (Western Christianity) ☞
- 22-23 Declaration of the Bab Bhoj☞ ☞
- 22 Harvey Milk Day
- 23 Vaisakha Bucha Buddhist ☞
- 27 Memorial Day
- 27-28 Ascension of Jesus (Lith Bhoj) ☞

## JUNE

- Caribbean American Heritage Month
- Leishan, Gay, Bisexual and Transgender Pride Month
- 11-13 Dragon Boat Festival Chinese ☞
- 15-16 Eid-al-Adha Islam ☞ ☞
- 19 Juneteenth (Emancipation and End of Slavery) ☞
- 19-20 Pentecost (Eastern Orthodox) ☞

## JULY

- 4 Independence Day
- 7-8/4 Al-Hijrah/Muharram Islam New Year ☞ ☞ ☞
- 8-9 Martyrdom of the Bab Bhoj☞ ☞
- 16-17 Ashura Islam ☞

## AUGUST

- 7 Thiru Aadi Poomam Hindu ☞
- 12-13 The Feast of Tika Day Jewish ☞ ☞
- 15 Domination of the Theococcus ☞
- 19 Raksha Bandhan (Rakhi) Hindu ☞
- 26 Krishna Janmashtami Hindu ☞

## SEPTEMBER

- Hispanic Heritage Month Sept. 15-Oct. 15
- 1 Labor Day
- 8 Nativity of the Blessed Virgin Mary ☞
- 14 Exaltation of the Holy Cross ☞
- 17 Chinese Celebration of the Mid-Autumn Festival
- 17 Mabon (Autumnal Equinox) ☞
- 22 Rose Festival Honoring Shen of Winds, West, Autumn
- 22

## OCTOBER

- German American Heritage Month
- Italian American Heritage Month
- National Disability Employment Awareness Month
- Polish American Heritage Month
- LGBTQ+ History Month
- 2-4 Rosh Hashanah Jewish ☞ ☞
- 3-12 Navratri Hindu ☞ ☞
- 11 Double Ninth Festival Chinese ☞
- 11 National Coming Out Day
- 11-12 Yom Kippur Jewish ☞ ☞
- 12 Vijayadashami/Vasava Hindu ☞
- 16-18 Sukkot Jewish ☞ ☞ ☞
- 18-23 Chhoi Hemoed Sukkot Chinese ☞ ☞
- 23-25 Shemini Atzeret/Simchat Torah Jewish ☞ ☞ ☞
- 31 Diwali (Indian Festival of Lights) Indian ☞
- 31-111 Samhain Gaelic ☞

## NOVEMBER

- National Native American Heritage Month
- All Saints Day
- 1-3 Twin Holy Days Bhoj☞ ☞ ☞
- 1-2 Día de los Muertos Mexican Heritage ☞
- 11 Veterans Day
- 13-19 Transgender Awareness Week
- 20 Transgender Day of Remembrance
- 24-25 Day of the Covenant
- 28 Thanksgiving Day
- 29 Native American Heritage Day
- 26-27 Ascension of 'Abdu'l-Baha Bhoj☞ ☞
- 28-116 Navratri Fast ☞ ☞ ☞

## DECEMBER

- 1 World AIDS Day
- 1-12/24 Advent ☞ ☞ ☞
- 20 'Aida (Winter Solstice) ☞
- 21 Dongzhi Festival ☞
- 21-31 Yule (Winter Solstice) Wiccan ☞
- 25-31 Hanukkah Jewish ☞ ☞ ☞
- 23 Humana Light ☞
- 26 Christmas Day Christian ☞
- 26-31 Kwanzaa ☞ ☞

\* Date may vary due to local or regional customs.  
☞ Dietary accommodations may be necessary.  
☞ Scheduling accommodations may be necessary.  
☞ Mukday  
Bold, italic: Johns Hopkins Health System holidays  
Bold, italic: primary religious holiday

# 2024 MULTICULTURAL CALENDAR

## JANUARY

Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

## FEBRUARY

Su	Mo	Tu	We	Th	Fr	Sa
					1	2
	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29

## MARCH

Su	Mo	Tu	We	Th	Fr	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

## APRIL

Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

## MAY

Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

## JUNE

Su	Mo	Tu	We	Th	Fr	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

## JULY

Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

## AUGUST

Su	Mo	Tu	We	Th	Fr	Sa
					1	2
	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

## SEPTEMBER

Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

## OCTOBER

Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

## NOVEMBER

Su	Mo	Tu	We	Th	Fr	Sa
					1	2
	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

## DECEMBER

Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

● Johns Hopkins Health System paydate  
● Johns Hopkins University paydate



# Health Equity

- Identify health disparities
- Implement culturally appropriate interventions
- Meet federal, state, and national health equity requirements and regulations
- Develop and implement the JHM Hispanic/Latino Community Strategy
- Staff education on health equity
- Partner with Government, Community, and Economic Partnerships to host community events focused on health equity
- Lead the JHM Disability Inclusion and Accessibility Taskforce

**Partnerships** include: Office of Population Health, Armstrong Institute for Quality and Patient Safety, JHM Language Services, Clinical Operations, Facilities, Organizational Equity, and Government, Community, and Economic Partnerships

# ODIHE Communications

- Subscribe to the ODIHE [Weekly Diversity Digest](#) for the latest news, events, and educational opportunities
- Read and share the ODIHE monthly diversity digest
- Join the JHM and entity-level [ERGs](#)
  - Participate in ERG educational programming and events
- Access the [multicultural calendar](#)
- [JHM Link](#) Employee App and Website
  - Follow the "[Diversity & Inclusion](#)" channel

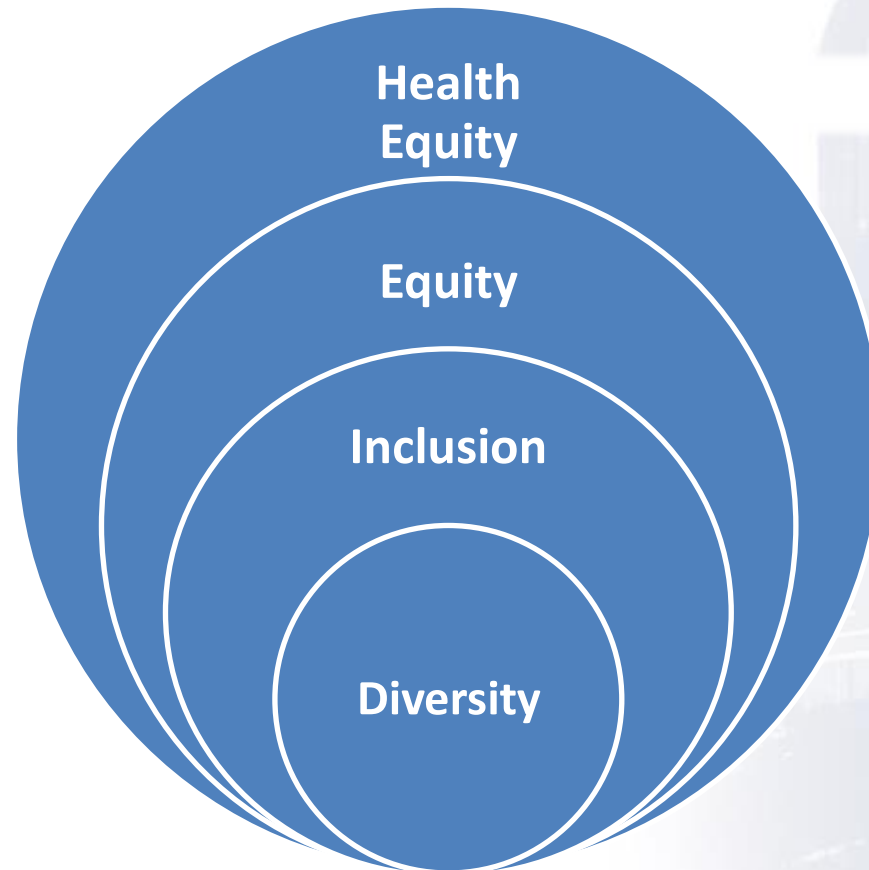


# Importance of Diversity, Equity and inclusion Considerations in Scientific Inquiry



JOHNS HOPKINS  
M E D I C I N E

# Defining Diversity, Equity, and Inclusion (DEI) and Health Equity



# Diversity and Inclusion: What's the Difference?

## Diversity

Any collective mixture characterized by differences including (but not limited to) socioeconomic status, race, ethnicity, language, religion, sexual orientation, gender identity, ability status, or veteran status.

Diversity focuses on representation.

Ex. Being invited *to* the dance.  
Ex. **Counting** people

## Inclusion

A practice of encouraging belonging and participation and celebration of differences.

Inclusion focuses on involvement.

Ex. Being asked *to dance*.  
Ex. Making people feel that they *count*  
(*can make a contribution regardless of their role*)

# Equality and Equity: Are They the Same?

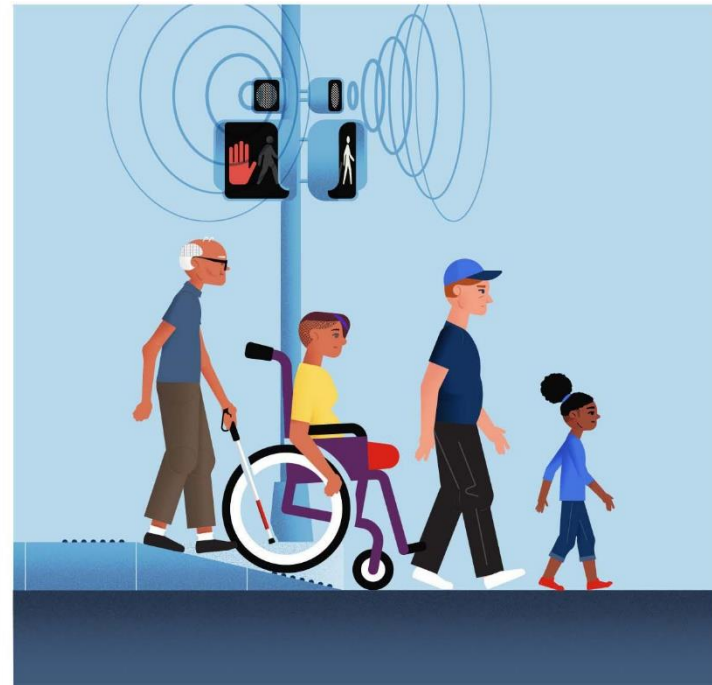
## EQUALITY:

Everyone gets the same – regardless if it's needed or right for them.



## EQUITY:

Everyone gets what they need – understanding the barriers, circumstances, and conditions.



Copyright 2022 Robert Wood Johnson Foundation

<https://www.rwjf.org/en/insights/our-research/infographics/visualizing-health-equity.html>

# Celebrating National Minority Health Month



This year's theme, **Be the Source for Better Health: *Improving Health Outcomes Through Our Cultures, Communities, and Connections***, is about understanding how the unique environments, cultures, histories, and circumstances (known as social determinants of health, or SDOH) of racial and ethnic minority and American Indian/Alaska Native (AI/AN) populations impact their overall health.

Download the virtual background:

<https://hopkinsmedicine.webdamdb.com/bp/#/folder/10749568/>

# Black Maternal Health Week



The Johns Hopkins Medicine Office of Diversity, Inclusion and Health Equity recognizes

## Black Maternal Health Week

**April 11-17**

For more information, visit:

**[hopkinsmedicine.org/diversity](https://hopkinsmedicine.org/diversity)**

<https://blackmamasmatter.org/bmhw-2024/>

# Black Maternal Health Week at Sibley Memorial Hospital

These activities were the brainchild of four recent nurse residency program graduates — **Aja Johnson, Griselda Cedeno, Christobel Tsitsiwu and Taylor Oden-Randolph**, who all work in the family-centered care unit, under the leadership of **Alexis White**, director of women's and infants' services.

<https://www.jhmlink.org/member/post/celebrating-black-maternal-health-week-sibley-april-11-17/c8cde06a-237c-4c27-ae57-37a57581009a>

# Black Maternal Health Week at Sibley Memorial Hospital



The Johns Hopkins Medicine Office of Diversity, Inclusion and Health Equity recognizes

## Black Maternal Health Week

**April 11-17**

For more information, visit:  
[hopkinsmedicine.org/diversity](https://hopkinsmedicine.org/diversity)

### Sibley Baby Shower Donation Drive\* and Celebration

#### Thursday, April 11 — Kick-Off

- 11 a.m. to 3 p.m.: Table in Magnolia Café
- Opportunity for staff to select a donation ticket begins
- Guess the marshmallows game begins
- Fact of the day begins

#### Friday, April 12 — T-Shirt Day

- WIS t-shirts arrive
- Pick up in Building B, Floor 4 — first come, first served for WIS staff

#### Saturday, April 13

- Crossword and match the facts game
- Donation drop-off in Floor 4, education classroom for staff

#### Sunday, April 14

- Donations accepted all week long
- Fact of the day continues
- Wear your t-shirt any time during the week!

#### Monday, April 15

- Continue to spread awareness and education via crossword and match the facts game
- Encourage colleagues to get a ticket for donation gift

#### Tuesday, April 16 — Baby Shower

- Baby Shower Celebration in Floor 4 Family Lounge
- Lunch: Noon to 2 p.m. (day shift)
  - Dinner: 9 to 10 p.m. (night shift)
  - Marshmallow game winner announced during day shift

#### Wednesday, April 17

- Last fact of the day
- Evaluation of all donations

\*Donation drop off boxes and marshmallow jars will be in WIS break rooms. Donation boxes for non-WIS staff will be in front of FCCU elevators. All donations will go to the families of our Maternal Health Access Program.



The Johns Hopkins Medicine Office of Diversity, Inclusion and Health Equity recognizes

## Black Maternal Health Week

**April 11-17**

For more information, visit:  
[hopkinsmedicine.org/diversity](https://hopkinsmedicine.org/diversity)

### Sibley Baby Shower Donation Drive\* and Celebration

**JOIN US** as we come together to raise awareness and show our commitment to improving Black maternal health outcomes.

#### Tuesday, April 16

**Noon to 2 p.m.** (day shift) OR **9 to 10 p.m.** (night shift)

**Building B, Floor 4, Family Lounge**

**Refreshments | Games | Donation Opportunity**

\*All donations will go to the mothers and newborns in our Maternal Health Access Program and vulnerable communities.

Winners of our marshmallow baby bottle game will be announced during the day shift celebration.



# Tribal Public Health Week: Protecting Native Mothers (April 1-7, 2024)



<https://myemail-api.constantcontact.com/2024-Tribal-Public-Health-Week-.html?soid=1110714960954&aid=kDFOp618r6k>

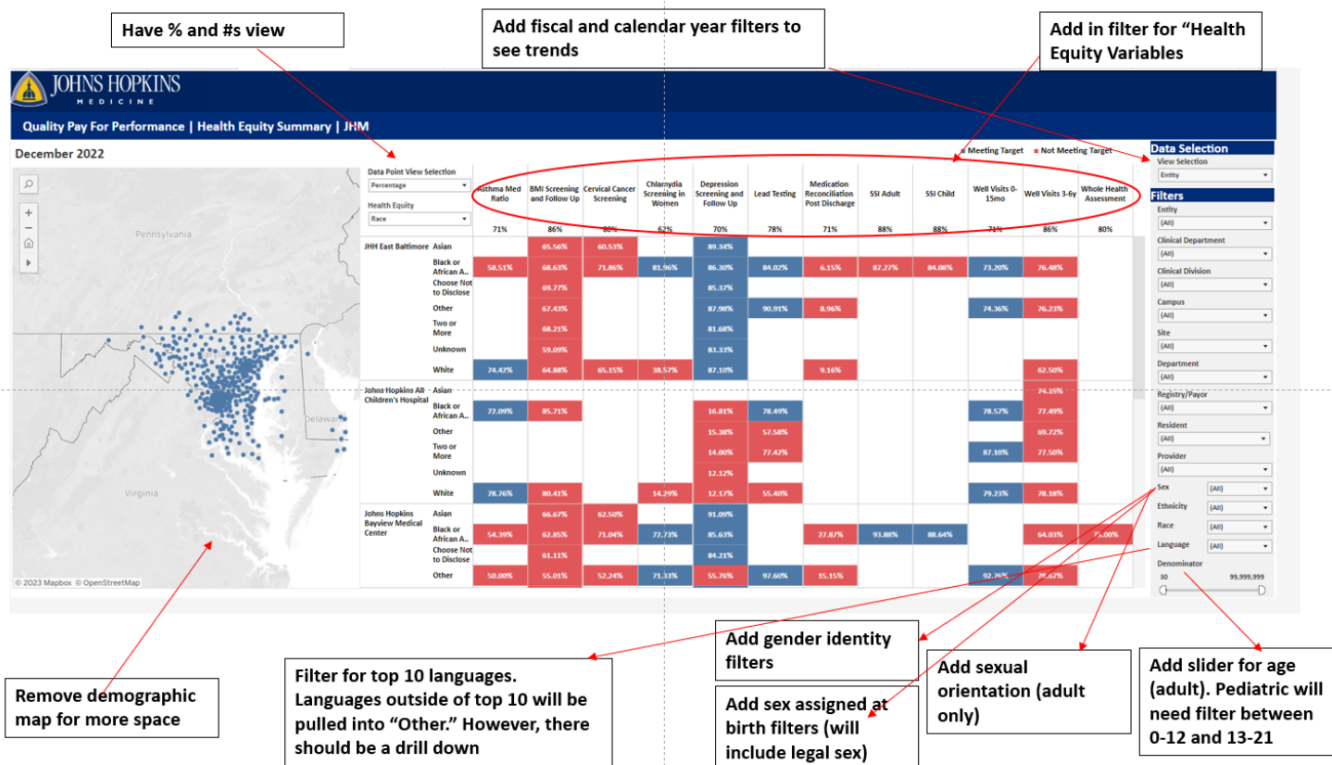
# Who is included in your study population, pilot, intervention, etc.?

- “Nothing about us without us.”
  - Disability Rights Community
- “If you’re not counted, you don’t count.”
  - LGBTQ+ Community
- “No data. No problem...”
- Exclusions can contribute to persistent health inequities and health care disparities

Registration - Language Services - Race Ethnicity and Language (REaL) Data Collection

# Do you stratify your data by patient demographics?

## Health Equity Views for Patient Demographics: Reporting for Analytics Race and Ethnicity, Preferred Language for Healthcare, Discussions, Age, Payor, Sexual Orientation and Gender Identity (SOGI)



# Strategies for Reducing Bias in Scientific Inquiry Work



JOHNS HOPKINS  
MEDICINE

# National Standards for Culturally and Linguistically Appropriate Services in Health and Health Care (*National CLAS Standards*)

15 ACTION STEPS that guide health and health care professionals in providing...

services that are RESPECTFUL, UNDERSTANDABLE, EFFECTIVE & EQUITABLE.

# Themes of the *National CLAS Standards*



# Ensure Implementation of National CLAS (Culturally and Linguistically Appropriate Services) Standards

## The National CLAS Standards

The National Culturally and Linguistically Appropriate Services (CLAS) Standards in Health and Health Care are intended to advance health equity, improve quality and help eliminate health care disparities by establishing a blueprint for health and health care organizations to:

### Principal Standard

- 1 Provide effective, equitable, understandable and respectful quality care and services that are responsive to diverse cultural health beliefs and practices, preferred languages, health literacy and other communication needs.
- 8 Provide easy-to-understand print and media materials and signage in the languages commonly used by the populations in the service area.

### Governance, Leadership and Workforce

- 2 Advance and sustain organizational governance and leadership that promotes CLAS and health equity through policy, practices and allocated resources.
- 3 Recruit, promote and support a culturally and linguistically diverse governance, leadership and workforce that are responsive to the population in the service area.
- 4 Educate and train governance, leadership and workforce in culturally and linguistically appropriate policies and practices on an ongoing basis.

### Communication and Language Assistance

- 5 Offer language assistance to individuals who have limited English proficiency and/or other communication needs, at no cost to them, to facilitate timely access to all health care and services.
- 6 Inform all individuals of the availability of language assistance services clearly and in their preferred language, verbally and in writing.
- 7 Ensure the competence of individuals providing language assistance, recognizing that the use of untrained individuals and/or minors as interpreters should be avoided.

### Engagement, Continuous Improvement and Accountability

- 9 Establish culturally and linguistically appropriate goals, policies and management accountability, and infuse them throughout the organization's planning and operations.
- 10 Conduct ongoing assessments of the organization's CLAS-related activities and integrate CLAS-related measures into assessment measurement and continuous quality improvement activities.
- 11 Collect and maintain accurate and reliable demographic data to monitor and evaluate the impact of CLAS on health equity and outcomes and to inform service delivery.
- 12 Conduct regular assessments of community health assets and needs and use the results to plan and implement services that respond to the cultural and linguistic diversity of populations in the service area.
- 13 Partner with the community to design, implement and evaluate policies, practices and services to ensure cultural and linguistic appropriateness.
- 14 Create conflict and grievance resolution processes that are culturally and linguistically appropriate to identify, prevent and resolve conflicts or complaints.
- 15 Communicate the organization's progress in implementing and sustaining CLAS to all stakeholders, constituents and the general public.



minorityhealth.hhs.gov | info@minorityhealth.hhs.gov

## Principal Standard

Provide effective, equitable, understandable, and respectful quality care and services that are responsive to diverse cultural health beliefs and practices, preferred languages, health literacy, and other communication needs.

<https://thinkculturalhealth.hhs.gov/clas>

# Educational Programming: Unconscious Bias and Microaggressions

**Target audience:** Members of the general Johns Hopkins Medicine community (including those licensed providers, who are required to submit evidence of completion of unconscious bias training for initial licensure and relicensure in the state of Maryland as of 4/1/2022). This course fulfills the Maryland state requirement. [Learn more](#) about this requirement.

**Purpose:** To increase awareness of unconscious bias and microaggressions, provide participants with strategies for responding to microaggressions and mitigating bias in decision making in the workplace, such as recruitment, retention, and promotion and in clinical care in an effort to reduce health and health care disparities and promote health equity.

\*An [on-demand, webinar recording](#) in the myLearning system with a certificate available for download after completion (Note: You must be logged into [my.JH.edu](http://my.JH.edu) to access the course).



# Educational Programming: Health Equity: Introduction & Language

Upon completion of the Health Equity Introduction & Language training course, participants will be able to describe health equity and accurately use appropriate terminology to address systemic inequities.

## Objectives:

Upon completion of this course, participants will be able to:

- Define health equity.
- Describe the differences between equality and equity.
- Identify the effects of health inequity.
- Describe how health equity fits into the mission of Johns Hopkins.
- Use alternate language to describe medical conditions, disabilities, or individual differences.

\*A [course](#) in the myLearning system. (Note: You must be logged into [my.JH.edu](https://my.jhu.edu) to access the course).

# Take Home Point

Do the best you can until  
you know better.

Then when you know better,  
do better.

-Maya Angelou





# For further information, please contact:

Cheri Wilson, MA, MHS, CPHQ ([she/her/hers](#))  
Diversity, Equity, and Inclusion Program Director  
Johns Hopkins Medicine  
Office of Diversity, Inclusion, and Health Equity  
[cwilso42@jhmi.edu](mailto:cwilso42@jhmi.edu)  
<https://www.hopkinsmedicine.org/diversity/>