

On Feb 22, 2017, at 8:45 AM, James Page <vpdiversity@jhmi.edu> wrote:

To the Johns Hopkins Medicine community

Dear Colleagues:

In a recent communication to the Johns Hopkins Medicine community, Paul B. Rothman, dean of the medical faculty and CEO of Johns Hopkins Medicine, and Ronald R. Peterson, president of the Johns Hopkins Health System and executive vice president of Johns Hopkins Medicine, reminded us that our core values of diversity, inclusion, dignity and respect are the bedrock on which we forge our relationships with patients, their families, our students and each other.

By being better informed about the diverse backgrounds and needs of the Johns Hopkins Medicine family, we can strengthen our relationships and positively impact the quality of patient care.

I am pleased to announce two new diversity and inclusion myLearning education courses for Johns Hopkins Medicine faculty members, staff members and students: Unconscious Bias Awareness and Transgender 101: Fundamentals of Interacting with Transgender Patients, Family Members and Co-Workers. These courses are designed to help us better understand our similarities and differences, and provide insight and guidance on how we can all embody our core values to create an environment of inclusivity and mutual respect.

- **Unconscious Bias Awareness** – Recent breakthroughs in the neuro- and cognitive sciences have shown how the human mind relates to other people through the lens of our own cultural background. Exploring unconscious bias is a powerful path to help us gain insights into our individual and group identities, thinking styles, and behaviors. The course will provide an introduction to unconscious bias and the knowledge and skills necessary to raise our own awareness. Many thanks to the Department of Finance and Supply Chain Integration for their partnership and financial contribution to make this course available.
- **Transgender 101: Fundamentals of Interacting with Transgender Patients, Family Members and Co-Workers** – As Johns Hopkins Medicine moves forward with plans to open a new Center for Transgender Health, it is important that our faculty members, staff members and students have an understanding of the transgender community, including the impacts of social stigma and discrimination on health disparities. This course will provide the differentiation among core terms, such as sex, gender identity, gender expression and sexual orientation, and the importance of using the proper terminology. Key communications techniques will be reviewed to help ensure and enhance the dignity and respect shown to our transgender patients and staff members.

Additional diversity and inclusion myLearning modules that will be offered in the future include Introduction to Diversity, Inclusion and Cultural Competency; Interacting with Individuals Who Are Deaf or Hard of Hearing; and Effectively Working with Medical Interpreters and Bilingual Staff: Understanding Language Access Resources.

The Unconscious Bias Awareness and Transgender 101 courses are now available on the myLearning website. I encourage you to take both courses and view the introductory video from Dr. Rothman and Mr. Peterson about how diversity enriches the Johns Hopkins Medicine family, enabling us to grow and thrive.

Sincerely,

James E. Page Jr., M.B.A.
Vice President of Diversity and Inclusion
Chief Diversity Officer
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