July 10, 2020

Please see this week's announcements from the Johns Hopkins Medicine, Office of Diversity, Inclusion & Health Equity.

RACIAL DISCUSSION RESOURCES

Resources from the JHM Office of Diversity, Inclusion & Health Equity
We recognize that we have a lot more work to do to bring about systemic culture change that will address structural racism within our own organization and enhance the work experience for all of our employees. JHM leadership is committed to listening, understanding and implementing strategies to advance and strengthen our commitment to diversity and inclusion. Our website now has support resources. #HopkinsStrongerTogether!

Support Resources for Black Individuals and Communities
10 Steps to Non-Optical Allyship
Tips for Managers in the Workplace
Suggested Race Education Reading List

Free Anti-Racism Videos
The Media Education Foundation has provided a series of anti-racism videos that you can watch for free. You only need to create an account on their website. See the link is below. There are some powerful films in the collection, and this is a great way for you to learn on your own time. Media Education Foundation

“How to be an Antiracist” virtual event: July 20th
The Prince George County Public Library System is sponsoring this free virtual event on Monday, July 20, 2020, 7:00 PM – 8:00 PM. National Book Award winner and New York Times bestselling author Ibram X. Kendi discusses his renowned book, How to Be an Antiracist in this virtual appearance. You can register here for this event. Ibram X. Kendi is a No. 1 New York Times bestselling author, a professor of history, and the founding director of the Boston University Center for Antiracist Research. He is a columnist at The Atlantic and a correspondent with CBS News. He is the author of five books including Stamped from the Beginning: The Definitive History of Racist Ideas in America, which won the National Book Award for Nonfiction; Stamped: Racism, Antiracism, and You, co-authored with Jason Reynolds; and Antiracist Baby, illustrated by Ashley Lukashevsky.

Dr. Curtiland Deville Jr.: “Why Racial Justice Matters in Radiation Oncology”
Dr. Curtiland Deville Jr. is a radiation oncologist and is the clinical director for radiation oncology and proton therapy at Sibley. He co-authored this study, published on the ASTRO website that looks at racial injustice in the radiation oncology profession as well as the impact that health disparities have on people of color. It also calls out ASTRO for its tepid response to the national conversation we’ve been having about systemic racism.
Books in Bloom Virtual Series With ‘White Fragility’ Author Robin DiAngelo
The Downtown Columbia Partnership (DTC) and The Howard Hughes Corporation (HHC) proudly announces the fourth annual Books in Bloom (BIB) book festival, Downtown Columbia, MD. Headlining the festival is sociologist Robin DiAngelo, author of the New York Times bestseller White Fragility. The session with DiAngelo will be held on August 20th at 7:00pm to 8:00pm. The festival is FREE and open to the public. For more information, visit: https://www.booksinbloommd.com/

UPCOMING DIVERSITY EVENTS

C. A. R. E. S. Symposium – July 30th
The Career Academic and Research Experience for Students will be held virtually on Thursday, July 30, 2020. Dr. Sherita Golden, VP and Chief Diversity Office for Johns Hopkins Medicine, Office of Diversity, Inclusion & Health Equity will serve as the keynote speaker. This annual symposium brings together graduate, undergraduate and high school students who have participated in one of the Johns Hopkins CARES summer programs to showcase diverse STEM talent. Participation is limited to students enrolled in one of our summer programs. See the C.A.R.E.S website for more details.

ANA-JHU Social Justice Summer Series
Jointly hosted by the ANA and Johns Hopkins University School of Medicine, Department of Neurology, this series will run every Thursday from July 16th to September 3rd, 3:30pm to 5:00pm. Register here and see the attached flyer for more details.

Vivien Thomas Documentary Viewing and Panel Discussion – August 5th
The Johns Hopkins Medicine, Office of Diversity, Inclusion and Health Equity and The Hopkins Diaspora ERG, in collaboration with Sparks Media, Inc. will host a free virtual presentation of the award winning documentary, “Partners of the Heart” on Wednesday, August 5, 2020, 10:00am to 11:30am. The documentary viewing will be followed by a panelist discussion. Registration is required. Watch the documentary trailer here and register here.

ANNOUNCEMENTS

The Cross Cultural Health Care Program Summer Webinar Series (June – July)
CCHCP’s Equity and Inclusion team is very excited to announce our new free “Summer Learning Series.” The series will be 4 one-hour webinars, each held twice between June and September. The topics will include Equity and Inclusion Defined, The Range of Our Differences, Health Disparities: The Core Paradox, and Involving the Community. Visit the CCHP website for more details and information of how to register.
Call for submission to CLOSLER Black Lives Matter Series

Call for submissions to CLOSLER, a narrative medicine website featuring pieces focused on stimulating healthcare professionals to reflect on giving exceptional care to every patient. CLOSLER is hoping to create a monthly column focused on the Black Lives Matter movement. Pieces should be about 500 words, with a 1-2 sentence takeaway message geared towards a broad audience of clinicians around the world. For more information and to obtain the short writing guide, please contact Gretchen Miller, Managing Editor, at gmille58@jhu.edu

Here is an outstanding writing sample by Dr. Anika Hines to give you a sense of what we’re looking for: https://closler.org/connecting-with-patients/discrimination-transparency-mutual-respect
Please read a few of our other pieces on our website and Follow us on Twitter and Instagram @CLOSLER.

GYN-OB Grand Rounds Webcast Video: "Mitigating Unconscious Bias in Healthcare"

On June 4th, Dr. Sherita Golden served as the guest speaker at the Department of Gynecology and Obstetrics Grand Rounds. Due to the limitations of our Zoom platform, many on our listserv were unable to attend the live broadcast and have expressed an interest in viewing the presentation. Click here to view.

COVID-19 RESOURCES

We would like to highlight available resources for our Hopkins community. These are updated daily so please check them frequently.

**JHM Internal List of Resources**

 JHM Staff Resources click here.
 JHM Clinical Resources click here.
 Hopkins Children’s Center resources for families click here
 JHU Hub Community Support website click here

**UPDATE: JHM Food For Hopkins Program**

The Food For Hopkins Program will come to an end on July 31st until further notice. Beginning the week of July 6th, we will move distribution to once a week.

**JHH East Baltimore:**
Armstrong Medical Education Building
1st Floor Auditorium (1600 McElderry Street)
Fridays - 7:30am to 11:30am

**Bayview Medical Campus:**
Asthma & Allergy Building
Grossi Auditorium (5501 Hopkins Bayview Circle)
Tuesdays – 7:30am to 11:30am
3:00pm to 7:00pm

**Volunteers:**
To sign up to volunteer at Bayview, click here

To make a donation to the Food For Hopkins efforts, click here

☐ There is a drop down menu at the top to designate the location where the donation is going.
☐ At the very bottom of the drop down menu, choose “Other Medicine Department”.
☐ A free text box will appear on the right, marked “Other”.
   ○ Write in “Food For Hopkins”
☐ Proceed to fill out the rest of the form and submit.

**COVID-19 Community Support Events Calendar**

Check out the new Covid-19 Community Support Events Calendar which will host all of the past and upcoming Covid-19-related public events and can be shared both internally and externally. The calendar can also be found on our Community Support website.
mySupport = More Support: Resources for Emotional Well-Being and Work-Life Solutions

During this time of crisis, we need support more than ever. Did you know that support for emotional well-being and help with the problems of daily living is available to Johns Hopkins employees and their family members, 24/7/365? When you or your family members call 1-888-482-2733, you'll be connected right away with a counselor, over the phone, anytime. The mySupport counselors who answer the phones provide in-the-moment support, help you figure out next steps, and connect you with a range of resources, including legal and financial consultations, child- and elder-care referrals, and connections to community resources. See the attached documents for more details, check out www.resourcesforliving.com. Use Username JHHS and Password JHHS. You'll find the COVID-19 Resource

Contact Us
Johns Hopkins Medicine, Office of Diversity & Inclusion
1620 McElderry Street, Reed Hall, 4th Floor, Baltimore, MD 21205
Website: www.hopkinsmedicine.org/diversity
Email: diversity@jhmi.edu Phone: 844-JHDVRSTY (543-8778)
If you would like to receive our weekly newsletter, Click here and hit send.
ANA-JHU Social Justice Summer Series
Jointly hosted by the ANA and Johns Hopkins University School of Medicine, Department of Neurology

Every Thursday | July 16 - September 3 | 3:30 - 5:00 PM

REGISTER: [https://jhjhm.zoom.us/webinar/register/WN_DouZvFhMTMm8N3WutnP7FQ](https://jhjhm.zoom.us/webinar/register/WN_DouZvFhMTMm8N3WutnP7FQ)

George Floyd’s murder, and the public response, has awoken many to the deeply embedded racism and systemic inequalities in our society. The American Neurological Association is the home of academic neurology, with a mission to advance and support scholarly advances in our field in the realms of clinical innovation, education, transformative research and professional development. Since its inception in 1874, its first 140 years was an embodiment of (white) advantage - an honorific society that largely functioned through networks attainable only to some. The ANA is challenging itself to become a champion of 21st century academic neurology. Given that its past was marred by systemic racism, the ANA is working hard to find new ways to rectify these exclusionary practices. To meet these challenges, ANA is redoubling its efforts around inclusion and diversity. This summer, ANA, with JHU SOM Neurology, is reaching out to its membership and the wider academic community to examine the scope of the problem, solicit feedback, and prepare an actionable path forward that will be unique for our organization, neurology, and neuroscience. We envision remaking our community to respond to the perception that it still carries too many vestiges of its exclusive past, and does not provide a welcoming home for all.

Summer Series Speakers

**Maya R. Cummings, PhD**

Former Chair of the Maryland Democratic Party and widow of Congressman Elijah Cummings. She ran for 2020 Maryland 7th congressional district special election and owns a DC-based consulting firm.

**July 16, 2020**

3:30 PM
July 23, 2020 3:30 PM

Argye Hillis, MD
Professors of Neurology at Johns Hopkins University School of Medicine.
They will be speaking on racial interaction and enhancing diversity.

John Krakauer, MA, MD

July 30, 2020 3:30 PM

Chris Wilson
“Generational Trauma and Possible Solutions”
Author of The Master Plan, the triumphant memoir of a man who used hard work and a Master Plan to turn a life sentence into a second chance. Growing up in a tough D.C. neighborhood, Chris Wilson was so afraid for his life he wouldn’t leave the house without a gun. One night, defending himself, he killed a man.

August 6, 2020 3:30 PM

Maria Jackson, PhD
Dr. Jackson’s expertise is in comprehensive community revitalization, systems change, arts and culture in communities and dynamics of race and ethnicity. She is currently at Arizona State University. She was affiliated with the College of Public Service and Community Solutions. Prior, she was with Urban Institute in Washington, D.C. for 18 years.
This webinar series offers CME. Please visit https://myana.org/education/ana-webinars for details.

The American Neurological Association is accredited by the Accreditation Council for Continuing Medical Education (ACCME) to provide continuing medical education for physicians.

The American Neurological Association designates this live activity for a maximum number of 12.0 AMA PRA Category 1 Credit(s)™. Physicians should claim only the credit commensurate with the extent of their participation in the activity.

Organizing Committee
Amanda Brown, PhD
Garrett Conyers, MD
Nadine Goldberg, PhD, MS
Argye Hillis, MD
John Krakauer, MA, MD
Susan Magsamen
Justin McArthur, MBBS, MPH
David Zee, MD

www.neuro.jhmi.edu
myana.org
@HopkinsMedicine
@TheNewANA1
Johns Hopkins Medicine
American Neurological Association
FOURTH ANNUAL BOOKS IN BLOOM RETURNS THIS SUMMER THROUGH VIRTUAL SERIES
HEADING WITH ‘WHITE FRAGILITY’ AUTHOR ROBIN DIANGELO

Downtown Columbia Partnership & The Howard Hughes Corporation to Host The Region’s Premier Book Festival In New Six-Week, Virtual Format Starting Week of July 13th And Featuring 12 Authors

COLUMBIA, MD (July 9, 2020) The Downtown Columbia Partnership (DTC) and The Howard Hughes Corporation (HHC) proudly announces the fourth annual Books in Bloom (BIB) book festival, Downtown Columbia, Maryland’s, ultimate celebration of the joy of books and reading. Books in Bloom will bring together some of the country’s best and brightest authors in a new virtual format over a six-week period this summer. This year’s event will also continue its tradition of activism through literature by encouraging open dialogue on themes of diversity, racism, inequality, and culture through the art of books. All programming will be available online at booksinbloommd.com.

“We are thrilled to continue the tradition of Books in Bloom in a way that fits the needs of today’s world,” said Phillip Dodge, Executive Director of the Downtown Columbia Partnership. “This event is needed now more than ever as communities like ours across the country are having important conversations about equality, justice and race. We are excited that our programming will support those dialogues and be available both in our community and nationwide through this new format.”

Headlining the festival is sociologist Robin DiAngelo, author of New York Times bestseller White Fragility. Originally published in 2018, the book rose to popularity after the death of George Floyd because of its deep look at race in America. On August 20, she will close out the festival with a moderated discussion on the book’s themes which explore the counterproductive reactions white people have when their assumptions about race are challenged, and how these reactions further racial inequality in America.

The festival will open on July 16 with Molly Ball, TIME magazine’s national political correspondent and a political analyst for CNN, and author of New York Times Bestseller Pelosi, a fresh look at the most powerful woman in politics, House Speaker Nancy Pelosi.

The festival will feature 12 authors in total including in order of appearance:
- Megan Giddings, author of Lakewood, a novel that peeks into the terrifying world of medical experimentation through the lens of race and class.
- Greg Mania, author of Born to Be Public, a hilarious debut memoir that chronicle’s the comedian’s exploration of identity (and the rediscovery of it), mental health, sex and relationships.
- Abdi Nor Iftin, author of the riveting and dramatic memoir Call Me American: A Memoir that details his path to the US from incredible violence in Somalia.
- A Naomi Paik, author of Bans, Walls, Raids, Sanctuary: Understanding US Immigration Policy which looks at the significant barriers to immigration embedded in the very foundation of the United States.
- Laura Birggs whose book Taking Children argues that for four hundred years the United States has taken children for political ends.
- Frances Cha, author of If I Had Your Face, a debut novel about impossible beauty standards in South Korea.

“Art and technology are the backbone of the culture evolving in Downtown Columbia,” said Vanessa Rodriguez, Vice President of Marketing at The Howard Hughes Corporation. “This year’s Books in Bloom allows us to discuss issues of importance and to share beauty and joy through an online format accessible to a diverse and inclusive community.”

From July 13-August 20, the Books in Bloom (BIB) festival will feature various programs, panels, contests and events for a wide range of interests and age levels on its virtual platform including: Author-led conversations and panels, writers’ workshops ranging from poetry and Haiku to young writers workshops, children’s activities and story times, book clubs, a classic literature-inspired cocktail class and more to be announced on a rolling basis.
Originally planned to take place in Downtown Columbia’s Merriweather District, the now virtual series will include partnerships with established local businesses such as the popular restaurant CURED and 18th & 21st that will create a book club box that includes a bottle of wine, a copy of the book, and a signature CURED snack. The box will be accompanied by a moderated, virtual book club session you can attend from the comfort of your own home. The festival will also partner with DC-favorite and future Downtown Columbia neighbor Busboys and Poets, the civic-minded bookstore and restaurant, that will be opening its largest location in the heart of Merriweather District.

The Downtown Columbia Partnership promotes and advances the growth of Downtown Columbia as a vibrant, diverse, creative, economically robust and desirable place for employment, entertainment, living and learning. Its initiatives, such as Books in Bloom, include supporting cultural and arts programs aimed at enhancing residents’ quality of life, especially in a time of social distancing. Howard County is home to one of the most well-educated communities in the country and is well-known for its book clubs, poetry and literature organizations, literary publications and award-winning library system.

The decision to move the event to a new format was made due to concerns surrounding COVID-19 and the desire to maintain the health and safety of the community. This year’s festival will still build off the momentum of previous events which included award-winning authors Chimamanda Ngozi Adichie, Chef Jose Andres, Michael Eric Dyson, April Ryan, Chef Kwame Onwuachi, Chef Edward Lee, David Ebershoff, and Brittney Cooper.

The festival is FREE and open to the public. For more information, visit: https://www.booksinbloommd.com/.

Media Contact:
John Chibnall
Senior PR Manager
314.623.8659
jchibnall@thebrandguild.com

About the Downtown Columbia Partnership
The Downtown Columbia Partnership leads the promotion and advances the growth of Downtown Columbia as a vibrant, economically robust and desirable place for employment, entertainment, living and learning. The Partnership’s functions also include supporting transportation initiatives; initiating and sponsoring cultural arts and sustainability programs; implementing downtown beautification and maintenance projects; and promoting public safety. For information, visit DTCPartnership.com

About The Howard Hughes Corporation®
The Howard Hughes Corporation owns, manages and develops commercial, residential and mixed-use real estate throughout the U.S. Its award-winning assets include the country’s preeminent portfolio of master planned cities and communities, as well as operating properties and development opportunities including: the Seaport District in New York; Columbia, Maryland; The Woodlands®, The Woodlands Hills®, and Bridgeland® in the Greater Houston, Texas area; Summerlin®, Las Vegas; and Ward Village® in Honolulu, Hawai‘i. The Howard Hughes Corporation's portfolio is strategically positioned to meet and accelerate development based on market demand, resulting in one of the strongest real estate platforms in the country. Dedicated to innovative placemaking, the company is recognized for its ongoing commitment to design excellence and to the cultural life of its communities. The Howard Hughes Corporation is traded on the New York Stock Exchange as HHC. For additional information visit www.howardhughes.com.

About Downtown Columbia®
A development of The Howard Hughes Corporation®, Downtown Columbia is located at the center of Columbia, MD, one of the first master planned communities in the U.S. founded by legendary developer James W. Rouse in 1967. Conveniently located between Washington, DC and Baltimore, Columbia is composed of 14,000 acres including ten completed residential villages and a deep pipeline of commercial development opportunities within its Downtown. At full buildout, the redevelopment of Downtown Columbia will include three new and reconfigured neighborhoods – Merriweather District®, Lakefront District and Central District featuring more than 14 million square feet of residential, office, hotel, retail, cultural, and public uses including public parks, trails and more.

The underdeveloped core of Columbia became the subject of an extensive five-year process that culminated with the passage by the Howard County government of the Downtown Columbia Plan in 2010, a guide to creating a vital area in which residents can live, shop, work, exercise, and enjoy cultural opportunities in an enriched natural setting. More information is available at www.howardhughes.com.
### Interrupting Bias: Calling Out vs. Calling In

**Calling Out:**
- When we need to let someone know that their words or actions are unacceptable and will not be tolerated
- When we need to interrupt in order to prevent further harm
- Will likely feel hard and uncomfortable, but necessary
- Allows us to hit the “pause” button and break the momentum

<table>
<thead>
<tr>
<th>Wow. Nope. Ouch. I need to stop you right there.</th>
<th>That word/comment is really triggering and offensive. Be mindful and pick a different word.</th>
<th>I need to push back against that. I disagree. I don’t see it that way.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Okay, I am having a strong reaction to that and I need to let you know why.</td>
<td>I don’t find that funny. Tell me why that’s funny to you.</td>
<td>I wonder if you’ve considered the impact of your words.</td>
</tr>
<tr>
<td>Hmmm.. maybe you want to think this one through a bit more and speak about it later.</td>
<td>I need you to know how your comment just landed on me.</td>
<td>That’s not our culture here. Those aren’t our values.</td>
</tr>
<tr>
<td>Is sex/gender/gender identity/gender expression/race/class/ethnicity/religion/ability/immigration status/body type/marital status/age/pregnancy relevant to your point? How?</td>
<td>It sounded like you just said __________. Is that really what you meant?</td>
<td>I feel obligated as your peer/colleague/co-worker/friend/supervisor to tell you that your comment wasn’t okay.</td>
</tr>
<tr>
<td>It sounds like you’re making some assumptions that we need to unpack a bit.</td>
<td>You may or may not realize this, but you’re talking about me/my story/my identity markers.</td>
<td>I need to leave the room if the conversation is going to continue down this road.</td>
</tr>
</tbody>
</table>

Remember, it is a powerful thing for the target of oppression to hear these words from the mouth of an ally!

Adapted from Oregon Center for Educational Equity: What Did You Just Say? Responses to Racist Comments Collected from the Field

[rebecca@seedtheway.com](mailto:rebecca@seedtheway.com) | [www.seedtheway.com](http://www.seedtheway.com)
Calling In:

- When there is an opportunity to explore deeper, make meaning together, and find a mutual sense of understanding across difference
- When we are seeking to understand or learn more
- When we want to help imagine different perspectives, possibilities, or outcomes
- Provides for multiple perspectives and encourages paradigm shifts
- Focused on reflection, not reaction
- Is not just a suggestion with an uptick (Don’t you think you should...?)

<table>
<thead>
<tr>
<th>I’m curious. What was your intention when you said that?</th>
<th>How might the impact of your words/actions differ from your intent?</th>
<th>What sort of impact do you think your decision/comment/action might have?</th>
</tr>
</thead>
<tbody>
<tr>
<td>How might someone else see this differently? Is it possible that someone might misinterpret your words/actions?</td>
<td>How might your own comfort level, assumptions, expectations, prior experiences be influencing your beliefs, decisions, process?</td>
<td>How is ____ different from ____? What is the connection between ____ and ____?</td>
</tr>
<tr>
<td>What criteria are you using to measure/assess etc?</td>
<td>How did you decide, determine, conclude...</td>
<td>What would have to change in order for ____?</td>
</tr>
<tr>
<td>What do you assume to be true about ____?</td>
<td>Why is this the best way to proceed? What other approaches have you considered?</td>
<td>What is making you the most fearful, nervous, uncomfortable or worried?</td>
</tr>
<tr>
<td>Why do you think that is the case? Why do you believe that to be true?</td>
<td>Why do you think others have/haven’t moved in that direction?</td>
<td>How do you know it’s working?</td>
</tr>
<tr>
<td>Why did the result or response cause a problem for you?</td>
<td>What would other stakeholders say/think/feel?</td>
<td>In your opinion, what is the best case scenario?</td>
</tr>
</tbody>
</table>

Think: How might we call out the behavior, while calling in the person?

Adapted from the School Reform Initiative Pocket Guide to Probing Questions

rebecca@seedtheway.com | www.seedtheway.com
mySupport = More Support: Resources for Emotional Well-Being and Work-Life Solutions

During this time of crisis, we need support more than ever. Did you know that support for emotional well being and help with the problems of daily living is available to Johns Hopkins employees and their family members, 24/7/365? When you or your family members call 1-888-482-2733, you'll be connected right away with a counselor, over the phone, anytime.

The mySupport counselors who answer the phones provide in-the-moment support, help you figure out next steps, and connect you with a range of resources, including legal and financial consultations, child- and elder-care referrals, and connections to community resources. In addition, the mySupport counselor can provide a list of counselors near where you live who will provide up to five free, confidential counseling sessions to help you work through a problem.

During the COVID-19 crisis, many mySupport clinicians are conducting sessions over the phone or through televideo, to keep everyone safe.

In addition to counseling and work-life consultations, mySupport offers resources designed to assist you through this challenging time.

Check out www.resourcesforliving.com. Use Username JHHS and Password JHHS. You'll find the COVID-19 Resource Center and a range of articles, webinars, podcasts, and other resources to help you through.

Sign up for the myStrength mobile app using access code JHHS, then download the app from the App Store or Google Play. myStrength includes a mood tracker, inspiration, guided meditations, and programs to help you sleep better.

Check out additional mySupport resources specific to your Johns Hopkins entity by visiting your entity’s website.

A note for employees at entities that use the mySupport Onsite Clinical Team—formerly FASAP: if you or your family members would like to see a clinician with the Onsite Clinical Team, please call 1-888-482-2733 and ask the Onsite Team to contact you to make an appointment. Please note that the counselors who answer the phones do not inform the Onsite Clinical Team—formerly FASAP—that you have called, unless you ask them to.