July 24, 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

Guidelines for Facilitating Racial Dialogues
The JHM Office of Diversity, Inclusion and Health Equity hosted a series designed for those at a managerial level and above on how to facilitate dialogues about race across Johns Hopkins Medicine. Here is a video presentation that provides guidelines for conducting these sessions. We will, at a later date, make available a video compilation of the 5 sessions held that will include the Q&A.

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

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/

“How to be an Antiracist” virtual event recording
This event sponsored by The Prince George County Public Library System on Monday, July 20th with National Book Award winner and New York Times bestselling author Ibram X. Kendi discussing his renowned book. You can listen to the event’s recording here and it will be available for 30 days.
ANNOUNCEMENTS

Nominate a deserving colleague for an Achievers Award
The Achievers Award Program recognizes and highlights underrepresented minorities across Johns Hopkins Medicine who exemplify excellence and exhibit our Johns Hopkins Medicine core values. Recipients will be recognized during Hispanic Heritage Month (September 15th thru October 15th) and National Disability Awareness Month (October).

Johns Hopkins Medicine faculty, staff and learners who meet the following criteria are eligible to be nominated:

- Must be of the community
- Employed at Johns Hopkins for at least 1 year
- Must be in good standing (attendance and good performance evaluations)
- Must exemplify JHM core values
- Demonstrates contributions to the communities they serve and/or represent
- Contributes to the healthcare field and/or their surrounding communities

Nominate a deserving college for:
Hispanic American Heritage Month. Nomination deadline is August 7, 2020
National Disability Awareness Month. Nomination deadline is August 28, 2020

Award recipients will be profiled on the Johns Hopkins Medicine Office of Diversity, Inclusion and Health Equity website, on Inside Hopkins, and at signature Employee Resource Group events during the respective heritage months

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.

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 and register here.

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.

Room to Grow: Journey to Cultural and Linguistic Competency Conference
Virtual Room to Grow: Journey to Cultural and Linguistic Competency Conference, 10th Year conference will be held on September 22, 2020, 8:30am - 4:00pm. This year’s conference topic is “Understanding and Using Equity Approaches to Promote Health, Leadership, and Well-Being”. Registration will be available at www.kennedykrieger.org/CenterforDiversity by
Mary Elizabeth Garrett Lecture - September 30th

The SOM is pleased to announce Elaine Weiss will be the keynote speaker at the 2020 Mary Elizabeth Garrett Lecture on September 30, 2020 at 4:00pm. Register here for this virtual event.

Elaine Weiss is an award-winning journalist and writer whose work has appeared in The Atlantic and The New York Times, as well as in reports and documentaries for National Public Radio and Voice of America. She is the author of The Woman’s Hour, the gripping story of how America’s women won their own freedom, and the opening campaign in the great twentieth-century battles for civil rights.

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
Montgomery County Resources for COVID Testing and Outreach click here

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.
You are cordially invited to

PARTNERS OF THE HEART

A Special Virtual Cinema Event

Featuring a Screening of the Award-Winning Film
Followed by a post-screening discussion with the filmmakers,
a former patient and members of the Vivien Thomas Family

Moderated by Robert Higgins, MD,
Director of the Dept. of Surgery, Johns Hopkins

August 5, 2020 10 AM - 12 PM

REGISTER NOW AT:
www.stonetosoup.org/jhm-virtual-event

SPONSORED BY:

JOHNS HOPKINS MEDICINE
Office of Diversity, Inclusion, and Health Equity
The Woman's Hour: Sex, Power and Democracy

Elaine Weiss
Award-winning Journalist and Writer
Author of The Woman’s Hour,
The gripping story of how America’s women won their own freedom, and the opening campaign in the great twentieth-century battles for civil rights.

Wednesday, September 30, 2020
4:00 – 5:15pm Virtual Event
Please register for link to the event
Room to Grow: Journey to Cultural and Linguistic Competency Conference
10th Year
September 22, 2020
8:30AM - 4:00PM

“Understanding and Using Equity Approaches to Promote Health, Leadership, and Well-Being”

Title: Baltimore City: Decline by Design

This presentation is designed to help you Learning Objectives:
1. Identify examples of structural racism in Baltimore’s history.
2. Recognize the role Baltimore’s leaders played in creating the blueprint for policies that segregated America’s cities and suburbs.
3. Connect practices and policies of the past with the current conditions of urban inequity.

Elizabeth Nix, PhD
Elizabeth Nix is an Associate Professor of history in the College of Arts and Sciences at the University of Baltimore and the Chair of the Division of Legal, Ethical and Historical Studies. An American Studies graduate of Yale University, Betsy received her Ph.D. in American Studies from Boston University. She was part of the steering committee for the award-winning Baltimore ’68 public history project. With project organizers, she co-edited an anthology entitled Baltimore ’68: Riots and Rebirth in an American City (Temple University Press, 2011). She also co-wrote Introduction to Public History: Interpreting the Past, Engaging Audiences with collaborators in California and Indiana. Her work and interviews with her about Baltimore’s history have appeared in Slate, Time Magazine, CNN, NPR, The Washington Post and The New York Times. This is her 25th year living in Baltimore City, and she has lived on Baltimore’s Union Square neighborhood since 2000. Her two sons graduated from Baltimore City College High School.

Title: Equity and Diversity, Women in Leadership and Social Justice: Next Steps

This lecture is designed to help you:
1. Apply the wisdom of inclusion and social justice for effective leadership.
2. Describe examples of women in leadership.
3. Utilize cultural differences when partnering to create a climate of success across cultural lines.
4. Recognize ways to transform your organizations into collaborative and inclusive environments.
5. Apply self-assessment of attitudes, conventionalized ideas, bound potential, and skills needed that are crucial for overcoming the obstacles.
6. Practice the importance of essential conversations and next steps.

Rosita López, EdD
Rosita López, EdD is a gifted inspirational lecturer of international demand as keynote speaker in forums ranging from educational reform to corporate and public governance. Her
presentations are lively, her illustrations practical, and her messages motivating and inspirational. Dr. López is a proud educator who equally excels as an orator, as she does in the boardroom. She has served on the Casa Central Board, one of the largest Hispanic serving nonprofit organizations in the United States, for over 20 years, 10 of them as Chairperson. She also serves as Chairperson of the Northeastern University El Centro Board in Chicago for over 18 years. Dr. López is also known as a creative administrator with international recognition for her work with multi-cultural communities, parental involvement, leadership in educational administration, and for fostering educational reform, inclusion, and diversity. She brings a passion and vision that motivates and empowers diverse groups and individuals with the practical skills to succeed in driving change. She received the National Hispanic Hero Award from the National Latino Education Institute for her service to the community. Stedman Graham in his book, *Identity-- Your Passport to Success* included her story. She does not miss a beat in delivering her messages on equity and social justice, an essential component of educational excellence. Her audiences always leave with new insights with which to form and sustain more profitable and comfortable intercultural relationships. Dr. López, a certified bilingual school leader is also known for working with parents of diverse backgrounds and providing leadership for Educational Reform-related issues. Her varied background ranges from medical to educational topics.

Dr. López served on the NIU President’s Commission on the Status of Women and the President’s Commission on the Status of Minorities. She conducts trainings, seminars, and studies in association with a professional team of experts on educational change. Her clients range from non-profit educational institutions, to state government, federal agencies, and corporate conglomerates.

**Title: Deaf Health Equity and Patient Centered Care**

**This workshop is designed to help you:**
1. Summarize health disparities in the deaf and hard of hearing community.
2. Recognize the role of interpreters in patient-physician communication.
3. Create strategies to improve patient centered care for deaf and hard of hearing patients.

**Poorna Kushalnagar, PhD**

Dr. Kushalnagar is a professor in psychology and directs the Center for Deaf Health Equity at Gallaudet University. She is the principal investigator of grants funded by the National Institute of Health (NIH) that total over $3.5 million dollars. She has published many papers and delivered numerous presentations about deaf health equity. In addition to directing the Center, Dr. Kushalnagar serves as a research mentor for undergraduate and graduate students in biobehavioral and social science fields. Dr. Kushalnagar received her B.A. in Psychology at Gallaudet University; M.A. in Psychology at the University of Houston; and Ph.D. in Developmental Psychology at the University of Houston. She completed a NIH diversity postdoctoral training in patient reported outcomes research at the Seattle Quality of Life Center at University of Washington and a NIH T32 postdoctoral fellowship in preventive medicine at the University of Rochester School of Medicine and Dentistry.
Title: The Neuroscience of Equity in Decision-Making: Addressing Disparities in Health and Healthcare:

This workshop is designed to help you:
1. Identify individual neurophysiologic reactions that influence or guide differential decision-making
2. Describe the neurophysiologic reactions related to implicit and explicit association based on demographic background that affect patient health.
3. Change individual neurophysiologic reactions that influence or guide differential decision-making.
4. Challenge individual and group decision-making patterns that lead to disparate outcomes in the delivery of healthcare and related research.

Kimberly Papillon, Esq.
Kimberly Papillon, Esq. is a nationally recognized expert on the subject of decision-making in law, education, business and medicine. She has served as a member of the faculty at the National Judicial College since 2005. She has delivered over 400 lectures nationally and internationally on the implications of neuroscience, psychology and implicit association in the analysis of decision-making. She has lectured to medical students and medical school faculty, as well as physicians nationwide and in Australia on the neuroscience of decision-making in differential diagnosis and treatment. She has lectured to corporations including Google, Walmart, Clorox and Kaiser Hospitals nationwide and provided a TedTalk.

She has provided presentations to the judges of the High Court of New Zealand, the Supreme Court of Victoria, Australia, the Caribbean Association of Judicial Officers, the Canadian Judiciary, the U.S. National Council of Chief Judges of the State Courts of Appeal, the United States Courts for the Ninth Circuit and the Tenth Circuit, and numerous other federal courts. She has delivered lectures to the Securities and Exchange Commission, the CDC (Centers for Disease Control), the United States Department of Justice, the United States Department of Education, and to judges in over 20 states including New York, Utah, California, Texas, Idaho, Illinois, Louisiana, Arkansas, Massachusetts, Indiana, Tennessee, Nebraska, Arizona, and Alaska.

Kimberly has a BA degree from U.C. Berkeley and a JD degree from Columbia University School of Law.

Registration will be available at www.kennedykrieger.org/CenterforDiversity by July 27, 2020
For more information, please email CenterforDiversity@kennedykrieger.org
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.