July 31, 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.

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. 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.

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 colleague for:**
- **National Hispanic Heritage Month.** Nomination deadline is **August 14, 2020** (September 15th thru October 15th)
- **National Disability Awareness Month.** Nomination deadline is **August 28, 2020** (October)

**Nominations for the Baker-King Awards**
The 2020 Johns Hopkins Hospital and Health System Corporation Virtual Employee Appreciation Celebration will be held **Monday, Sept. 21, from noon to 1:30 p.m.** Additional details on the event will follow. During the event, we will present the **2020 Baker-King Awards**, which recognize nonsupervisory staff for outstanding performance.

Managers and supervisors can nominate an employee by visiting the Employee Appreciation website or completing the attached nomination form. Feel free to nominate more than one employee if you feel he or she is deserving of recognition. Please return all completed forms to Baker-KingAwards@jhmi.edu no later than **Friday, Aug. 7th**. All nomination forms must be signed by the employee’s supervisor and should be forwarded by the functional unit administrator/director.

**Expanding Accessibility Through Speech-to-Text Technology**
Dr. Tilak Ratnanather, Associate Research Professor, Center for Imaging Science and Institute for Computational Medicine, has shared an article he wrote on expanding accessibility in neuroscience through speech-to-text technologies. The article was posted this week in honor of the 30th anniversary of the ADA.

**Johns Hopkins launches COVID-19 class for kids**
Hopkins have developed an online curriculum to teach kids about the virus with the hope that it will be integrated into the virtual fall curriculum in school systems across the nation. The curriculum was recently featured on WMAR, Baltimore. [Click here to read the story.](#)

**UPCOMING DIVERSITY EVENTS**

**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. [Register here](#) and [Watch the documentary trailer here](#)

**Financial Literacy & Planning Webinar**
The **NAHSE** (National Association of Health Services Executives) Baltimore Chapter will host a financial literacy webinar on **Thursday, August 6th.** [See attached flyer 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.

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 July 27, 2020. For more information, please email CenterforDiversity@kennedykrieger.org. See the attached speaker summary for more details.

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
Below are available resources for our Hopkins community.
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.
The Baker-King Award was created in 1962 by Dr. and Mrs. Theodore King, who recognized the significant contributions of all Hospital employees. Mrs. King, whose maiden name was Baker, believed it was important to acknowledge non-supervisory staff. Baker-King honorees are nominated by their managers and supervisors. The Baker-King Foundation established a fund to recognize employees in any non-exempt position within JHHSC/JHH who have been truly outstanding in the performance of their duties and who have thus set an example for all. The Baker-King awards are presented during the annual JHHSC/JHH Employee Service Awards Ceremony. Each recipient will receive a $100 bonus in their paycheck, a Baker-King pin, and a certificate signed by JHHSC/JHH leadership.

Nomination Guidelines

- The nominee should excel in job performance and consistently be a good role model thus setting an example for everyone in the Johns Hopkins Health System Corporation and/or The Johns Hopkins Hospital.
- The nominee must be in a non-exempt, non-supervisory position, must have completed two or more years of continuous service with JHHSC/JHH/ JHCP/ JHHC, and cannot be in active discipline.
- Nomination forms must be signed by the employee’s manager/supervisor, as well as the department director/administrator.
- Typed nomination forms are preferred. (3 pages is the average length).
- Collaborate with your colleagues to create a well-rounded profile of your nominee.
- In addition to the nomination form, you may include up to three (3) accompanying letters of recommendation from patients, visitors and/or co-workers.

Using the criteria below, please provide detailed responses and cite specific examples of how the nominee consistently demonstrates outstanding service in our six service standards categories:

- Customer Relations
- Self-Management
- Teamwork
- Communication
- Ownership/Accountability
- Continuous Performance Improvement

Nomination forms must be submitted by Friday, August 7, 2020 to Baker-KingAwards@jhmi.edu.
Please respond to the 4 questions below as thoroughly as possible. (Give as many descriptive examples as you can.)

1. Please describe the employee’s job performance and specifically discuss the following: job knowledge, suggestions for improving work methods, supervision required, willingness to take on additional assignments and level of judgment exercised.

Begin typing here.

2. Please describe the employee’s work habits and specifically address the following: attendance, relationships with co-workers and interaction with patients, visitors and other departments.

Begin typing here.

3. Provide specific examples where the employee has consistently demonstrated outstanding performance.

Begin typing here.

4. Describe other factors that support this nomination.

Begin typing here.

(This Section is for the Selection Committee, only.)

___ Accepted  ____ Criteria not met
Join the NAHSE Baltimore Chapter for a Financial Literacy & Planning Webinar
Hosted by Didier Occident of Northwestern Mutual

Thursday, August 6, 2020 @ 6:00 p.m.

Have you ever worked with a financial planner? If you're interested in learning about how to lead a healthy financial life, this is the event for you!

Participants will learn how to save, grow, and protect their finances. Additional discussion topics will cover personal finances, retirement investing, insurance, budgeting and more. Be sure to attend and get advice from a trusted expert.

Please RSVP and join us!

Thursday, August 6 from 6:00 pm - 7:00 pm.

For more information, please contact Sam Boadu: sboadu1@jhmi.edu
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
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

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*
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.

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.

July 30, 2020
3:30 PM

Maria Jackson, PhD

August 6, 2020
3:30 PM
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.

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