



Office of Diversity, Inclusion & Health Equity

August 21, 2020

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

## **ANNOUNCEMENTS**

### **Nominations for the 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.

**Nominate a deserving colleague for:**

National Disability Awareness Month. Nomination deadline is **August 28, 2020** (October)

### **Paula Neira inducted as a Fellow into the American Academy of Nursing**



Congratulations to **Paula Neira, J.D., M.S.N.**, (Clinical Program Director, Johns Hopkins Center for Transgender Health) for her induction as a fellow into the American Academy of Nursing. The AAN has selected 230 distinguished nurse leaders to join the 2020 Class of Fellows. The inductees will be recognized for their significant contributions to health and health care at the Academy's annual [Transforming Health, Driving Policy Conference](#), taking place virtually October 29-3, 2020.

### **Article: Depression and Black Women**

Read Dr. Erica Richards, Chair and Medical Director for the Department of Psychiatry and Behavioral Health at Sibley Memorial Hospital's contribution to this CNN article that explores the significant impact of former First Lady, Michelle Obama admission of experiencing a "low-grade depression" on an episode of her podcast. "In the Black community, a lot of times mental health is really not the focus of discussion," Richards said. "And what that leads people to believe is that, 'Well, it's not something that my race, my culture, my people, identify with.'" [Read the article](#)

### **Leadership opportunities in the JHM Office of Population Health**

The new Johns Hopkins Medicine (JHM) Office of Population Health (OPH), is currently seeking to fill 2 leadership positions. Both positions will report to the Vice President/Chief Population Health Officer (VP/CPHO) for Johns Hopkins Medicine.

#### **Executive Director, Administration - Population Health**

<https://career4.successfactors.com/sfcareer/jobreqcareer?jobId=267304&company=SFHUP>

#### **Executive Director, Clinical Services - Population Health**

<https://career4.successfactors.com/sfcareer/jobreqcareer?jobId=267343&company=SFHUP>

# UPCOMING DIVERSITY EVENTS

## ANA-JHU Social Justice Summer Series

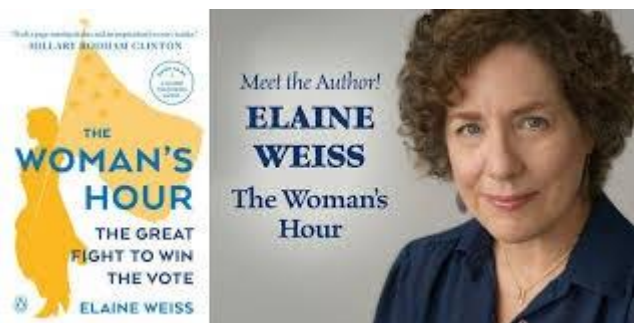
Jointly hosted by the ANA and Johns Hopkins University School of Medicine, Department of Neurology, this series will run every **Thursday from July 16<sup>th</sup> to September 3<sup>rd</sup>, 3:30pm to 5:00pm**. [Register here](#) and see the attached flyer for more details.

## Room to Grow: Journey to Cultural and Linguistic Competency Conference

The 10<sup>th</sup> year conference will be held virtually 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](http://www.kennedykrieger.org/CenterforDiversity) by July 27, 2020. For more information, please email [CenterforDiversity@kennedykrieger.org](mailto:CenterforDiversity@kennedykrieger.org). See the attached speaker summary for more details.

## Mary Elizabeth Garrett Lecture - September 30<sup>th</sup>

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.

## View the Vivien Thomas Documentary Panel Discussion

On August 5, 2020, the Johns Hopkins Medicine, Office of Diversity, Inclusion and Health Equity and The Hopkins Diaspora ERG, in collaboration with Sparks Media, Inc. hosted a free virtual presentation of the award winning documentary, "**Partners of the Heart**". [Dr. Sherita Golden](#) (VP/Chief Diversity Officer, JHM) provided the introduction and [Dr. Robert Higgins](#) (Director of the Department of Surgery/Senior Associate Dean for Diversity and Inclusion) served as the moderator. The documentary viewing was followed by a panelist discussion featuring [Dr. Koco Eaton](#) (Orthopedic surgeon) [Valeria Thomas Spann, CSW](#) (Vivien Thomas' niece), [Chris Haley](#) (actor portraying Vivien Thomas in the documentary) and [Mike Edenburn](#) (a "blue baby").

[Watch the documentary intro, panelist discussion and Q&A](#). You can rent or buy "Partners of the Heart" from the [Spark Media website](#). All proceeds from the documentary goes towards continuing awareness-raising efforts on Vivien Thomas' legacy and educational outreach with the Vivien T. Thomas Medical Arts Academy, a public school in Baltimore. **Enter promo code VIVIENTHOMAS at checkout to receive 25% off.**

Please sign [this petition](#) to the **United States Postal Service** to create a stamp honoring Vivien T. Thomas. The **Black Heritage Commemorative Stamp Series** has honored some of the black figures who have made their mark on history.

# RACIAL DISCUSSION RESOURCES

## Resources from the JHM Office of Diversity, Inclusion & Health Equity

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!

# 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](#)

## Volunteers Needed by Centro SOL

Centro SOL is part of a collaborative to address food insecurity in our community. We need help to deliver food to families in need impacted by COVID19. Use this volunteering link <http://jhcentrosol.org/volunteer> to sign up. Volunteers are needed on Wednesday and Saturdays.

## Baltimore City COVID Relief Resources

**Do you need help paying utility bills?:** The Office of Home Energy Programs (OHEP) provides assistance to low-income households for utilities including electric, gas and heat bills. Check out the full list of programs [here](#). You can [apply online](#) or [download and print a paper application](#). To qualify at least one member of your household must be a US citizen or [qualified immigrant](#).

**Rental assistance and eviction prevention:** Individuals and families at risk of eviction, homelessness or losing their housing can apply for eviction prevention assistance through the Community Action Partnership (CAP) Centers. Funds for this program are limited and may not be available at all times. Fill out [the inquiry form](#) and someone from the CAP Centers will be in touch. You can also call 410-545-0136/410-545-0900 for more information.

**Federal stimulus payments:** People who usually do not file taxes may be eligible for the federal stimulus payment. Complete [this online form](#) with the IRS by **October 15<sup>th</sup>**. The form has to be completed online – there is no paper form – and people without bank accounts will receive a debit card or check in the mail.

**Baltimore city food boxes distribution. See attached schedules**

**Please see MIMA's website for multilingual information on economic relief, health and human services, food distribution and city services.**

## 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](http://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](http://www.hopkinsmedicine.org/diversity)

Email: [diversity@jhmi.edu](mailto:diversity@jhmi.edu) Phone: 844-JHDVRSITY (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**

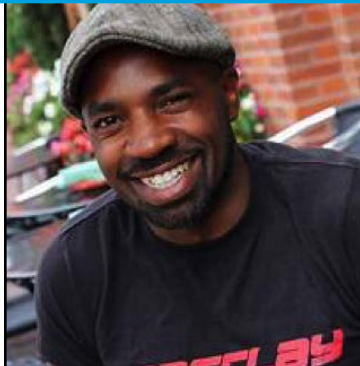
**Argye Hillis, MD**

Professors of Neurology at Johns Hopkins University  
School of Medicine.

They will be speaking on racial interaction and  
enhancing diversity.



**John Krakauer, MA, MD**



**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**

**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)*<sup>™</sup>. Physicians should claim only the credit commensurate with the extent of their participation in the activity.

Organizing Committee

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



[www.neuro.jhmi.edu](http://www.neuro.jhmi.edu)  
[myana.org](http://myana.org)



@HopkinsMedicine  
@TheNewANA1



Johns Hopkins Medicine  
American Neurological Association

**Room to Grow: Journey to Cultural and Linguistic Competency Conference**  
**10<sup>th</sup> 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 to 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](http://www.kennedykrieger.org/CenterforDiversity) by July 27,2020

For more information, please email  
[CenterforDiversity@kennedykrieger.org](mailto:CenterforDiversity@kennedykrieger.org)