

JOHNS HOPKINS MEDICINE

Office of Diversity, Inclusion and Health Equity

FY2022



JOHNS HOPKINS
MEDICINE

PEOPLE

Johns Hopkins Medicine Office of Diversity, Inclusion and Health Equity



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Vice President, Chief
Diversity Officer,
Johns Hopkins
Medicine
Office of Diversity,
Inclusion and Health
Equity



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Executive Assistant



Charles Harris
Senior
Administrative
Coordinator



Dione Powell, M.B.A., SPHR, SHRM-SCP
Human Resources



Keith Hall
Finance



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Senior
Communications
Specialist

Johns Hopkins University School of Medicine and Health System Health Equity



Panagis Galiatsatos, M.D., M.H.S.
Faculty Health
Equity Co-Lead



Kathleen Page, M.D.
Latinx Health Equity
Champion



Risha Irvin, M.D., M.P.H.
Health Equity
Community Affairs

THE MISSION OF THE JOHNS HOPKINS MEDICINE OFFICE OF DIVERSITY, INCLUSION AND HEALTH EQUITY IS:

To provide content expertise and programmatic support to institutional leadership and human resources to recruit, promote, retain and engage those underrepresented in medicine, science, nursing and health care administration so that we can achieve health equity for the most vulnerable populations.

**Johns Hopkins Medicine/Johns Hopkins Health System
Training and Culture**



**Cheri Wilson,
M.A., M.H.S.,
C.P.H.Q.**
Program Director,
Diversity, Inclusion
and Health Equity



**William Thomas,
M.A.**
Program Manager,
Diversity and
Inclusion Training
and Education



**Jennifer Reeves,
R.N., M.B.A.**
Diversity
and Inclusion
Consultant,
National Region
(until 10/28/22)



**Alaysia Phillips,
M.P.H.**
Health Equity
Program Manager



**Hessam
Sadatsafavi, Ph.D.**
Business Intelligence
Developer



**Paula Neira, J.D.,
M.S.N.**
Program Director of
LGBTQ+ Equity and
Education

Johns Hopkins University School of Medicine



**Maria Trent,
M.D., M.P.H.**
Senior Associate
Dean of Diversity
and Inclusive
Excellence



**Nathan A. Irvin,
M.D.**
Assistant Dean for
Medical Student
Diversity, Equity and
Inclusion



**Andrea Young,
Ph.D.**
Assistant Dean
for Graduate
Biomedical
Diversity and
Inclusion



**Alejandro Garcia,
M.D.**
Program Director
for Pathway
Programs



**Shellon Johnson,
M.P.A., M.B.A.**
Program Manager
for Diversity and
Inclusion



Dyesheena Brown
Program
Coordinator

VISION:

We envision a Johns Hopkins Medicine where diversity, equity and inclusion are in our DNA, and where together we commit to:

- Embracing and celebrating our differences
- Educating and developing our staff and learners
- Engaging in equitable health care delivery and workforce practices

Welcome

We are pleased to share the annual report of activities for the Office of Diversity, Inclusion and Health Equity. As partners in creating a diverse and equitable culture at Johns Hopkins Medicine (JHM), our departments work to reinforce JHM's efforts to increase diversity among the workforce and to ensure that inclusive policies and practices are used throughout the organization. We also work in collaboration with each member organization to support JHM employees as they engage in diversity, equity and inclusion (DEI) in our health care settings and in our communities.

This report shows how the human resources team expanded recruitment efforts to seek diverse talent at all levels, as part of our continuing commitment to create a diverse and inclusive workplace. In the past year, a JHM equity statement was developed to articulate our organizational stance on DEI-related social justice issues.

The report also outlines the Office of Diversity, Inclusion and Health Equity's contribution regarding topics ranging from continued education about the COVID-19 pandemic's impact on underrepresented communities to our collaboration with local and state organizations that educate and empower our patients, physicians and staff members and the community.

Additionally, the report showcases the work of our employee resource groups (ERGs) to share their communities' uniqueness and similarities.

We thank the JHM community for your support of our diversity and inclusion efforts. We are proud of the work we are all engaged in to create an even more inclusive culture, and we look forward to what's next.

Sincerely,

Sherita Golden, M.D., M.H.S.

*Vice President, Chief Diversity Officer
Office of Diversity, Inclusion and Health Equity
Johns Hopkins Medicine*



Sherita Golden, M.D., M.H.S.



Inez Stewart

Inez Stewart

*Senior Vice President
Chief Human Resources Officer
Johns Hopkins Medicine*

Dear Colleagues,

Congratulations to the Office of Diversity, Inclusion and Health Equity on the release of the 2022 Annual Report. We understand and appreciate the intrinsic value of a diverse workforce for patient care and are committed to ensuring that an inclusive culture exists throughout the health system.

We are proud that Johns Hopkins Medicine remains steadfast in our commitment to honor the directive from our benefactor, Johns Hopkins, to provide care to all communities regardless of their sociodemographic background. Hopkins would be proud that we held true to his directive. He would also agree there is still more work to do.

Through the work of the Office of Diversity, Inclusion and Health Equity, employee resource groups and other stakeholders, Dr. Sherita Golden and her team continue to amplify diverse voices, perspectives and experiences. They challenge us to engage in uncomfortable, yet necessary conversations that advance the progress of the Diversity and Inclusion Roadmap.

This report highlights this office's value to our organization. Their counsel and collaboration are vital to our internal efforts to create an inclusive culture that supports recruitment, nurturing and retention of diverse talent. Additionally, their health equity work helps increase access to and quality of health care for historically marginalized populations. This will ensure that Johns Hopkins Medicine remains an inclusive environment that reflects our patients and the communities we serve.

Sincerely,

Theodore L. DeWeese, M.D.
*Interim Dean of the Medical Faculty
CEO, Johns Hopkins Medicine*



Theodore L. DeWeese, M.D.



**Kevin W. Sowers, M.S.N.,
R.N., F.A.A.N.**

Kevin W. Sowers, M.S.N., R.N., F.A.A.N.
*President, Johns Hopkins Health System
EVP, Johns Hopkins Medicine*



Diversity and Inclusion Roadmap (2020–2023)







Diverse Hires in 2022

World-Renowned Geneticist Takes the Helm

On Jan. 1, South African geneticist **Ambroise Wonkam** began work as the new director of Johns Hopkins Medicine’s Department of Genetic Medicine and the McKusick/Nathans Institute of Genetic Medicine. An advocate of diversifying the pool of genetic reference data that scientists often use to make genetic discoveries, Wonkam has made pivotal contributions to research on sickle cell disease, hearing loss, medical research ethics and genetics education. Wonkam succeeded **David Valle**, who has remained on the Johns Hopkins faculty and continues research and clinical duties.



Ambroise Wonkam, M.D.

Growing up in Cameroon, Wonkam watched his friends and classmates endure the toll of sickle cell disease, a heritable condition of sickle-shaped red blood cells that is marked by intense pain, disability and shortened lifespan. The experience spurred Wonkam’s interest in genetic medicine.

“To make genetic medicine a global good for understanding the variability among us, we need to understand our genome to its fullest. We have a duty to carry forward this work and make genetic medicine innovations sustainable and equitable for all populations,” says Wonkam, who is an associate editor of *the American Journal of Human Genetics*, *the American Journal of Medical Genetics* and *the Journal of Community Genetics*.

Wonkam has authored more than 180 peer-reviewed research publications and leads numerous grants from the National Institutes of Health. His research has included a focus on the psychosocial aspects of sickle cell disease and genetic links to the condition’s symptoms. He recently established the Sickle Africa Data Coordinating Centre to study how epidemiological, clinical and genetic information from African populations with sickle cell disease may correlate with treatment outcomes.

In his role as director, Wonkam oversees nearly 40 faculty members who are primary appointees in the Department of Genetic Medicine. The department also includes genetic counselors, nutritionists, nurses and physician assistants who work with faculty to provide diagnostic, management and counseling services for pediatric and adult inpatients at The Johns Hopkins Hospital as well as at nine outpatient clinics.

Appointments 2022

Maria Harris Tildon, a Baltimore native and highly respected local and national public policy and government affairs expert, was appointed as the new vice president for state and local affairs for Johns Hopkins University and Johns Hopkins Medicine.



Sherron Rogers was appointed chief financial officer at Johns Hopkins All Children’s Hospital. Rogers has served more than two decades in leadership positions with a focus on process improvement, strategy and operations across pediatric, adult, academic and safety-net hospitals.



Marissa McKeever was appointed chief of staff and senior advisor to Theodore DeWeese, interim dean Johns Hopkins University School of Medicine and CEO of Johns Hopkins Medicine. She was previously director of government and community affairs for Sibley Memorial Hospital.





A New Medical Director of the Center for Transgender Health

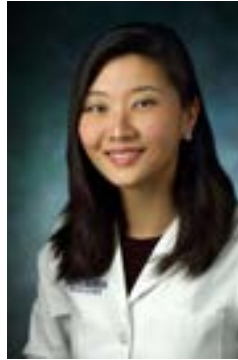
In February, plastic and reconstructive surgeon **Fan Liang** became medical director of the Johns Hopkins Center for Transgender Health (CTH).

Embracing diversity and inclusion, the CTH provides affirming, objective and person-centered care that improves the health and wellness of its patients; educates interdisciplinary health care professionals to provide culturally competent, evidence-based care; informs the public about transgender health issues; and advances medical knowledge by conducting biomedical research.

“It is an honor to be entrusted with leading this remarkable multidisciplinary center where patients from all ages and in all phases of transition can access and receive the very best that medicine has to offer for gender affirmation and improved quality of life,” says Liang. “In its first five years, the CTH has established a powerful reputation as a pioneer of innovative clinical procedures, a passionate advocate for equality in care and treatment, and a leader in advancing research — a legacy that I am committed to taking to the next level.”

Liang joins a team of more than 50 clinicians and staff members involved in transgender health care who have treated more than 2,800 patients and performed more than 600 gender-affirming surgeries.

Liang came to the CTH after serving as assistant professor of surgery at the University of Maryland Medical System, where she worked at the R Adams Cowley Shock Trauma Center and was co-director of the Johns Hopkins/ University of Maryland Craniofacial Fellowship.



Fan Liang

Appointments 2022

Sarah Johnson Conway was named chief medical officer of the Johns Hopkins Clinical Alliance, the Johns Hopkins Medicine clinically integrated network. She is also the senior medical director of Physician Alignment and Integration for the Office of Johns Hopkins Physicians.



Maria Trent, a pediatrician and adolescent medicine specialist and director of the Division of Adolescent and Young Adult Medicine, was named senior associate dean of Diversity and Inclusive Excellence.



Angela Green, who began her career as a clinical nurse and then a nurse practitioner, was named vice president and chief patient safety and quality officer for Johns Hopkins' All Children's Hospital.





Chief of Urology



After a national search, **Mohamad Allaf** in April was named the The Jakurski Family Director of the Brady Urological Institute, urologist-in-chief at The Johns Hopkins Hospital, and director of the Department of Urology in spring 2022. He succeeded **Alan Partin**, who served as director for 17 years and has remained an active member of The Brady.

Allaf, who earned his M.D. at Johns Hopkins University School of Medicine in 2006, where he also completed his urology residency, fled Kuwait as a 16-year-old with his family, taking the last civilian flight out before Saddam Hussein's invading troops would seize the airport.

Today he is a world-renowned surgeon-scientist — having performed more than 2,000 robotic procedures — who has published more than 250 peer-reviewed research papers. His research laboratory at Johns Hopkins is aimed at decreasing the morbidity associated with the treatment of urologic cancers. He also oversees a large registry of patients who have small kidney tumors and elect for careful and active observation.

One of the busiest robotic radical prostatectomy surgeons in the world, Allaf trained with Johns Hopkins' **Patrick Walsh**, and has used Walsh's method of radical prostatectomy as the basis for his own anatomic method to this complex operation.

Allaf is also a leader in kidney cancer surgery, having served on the American Urological Association Guideline Committee for Kidney Cancer. He led a team that performed the rigorous analysis to help inform the most recent guidelines, funded by the Agency for Healthcare Research and Quality (AHRQ). He is well regarded for his ability to save the kidney and remove the tumor in patients with kidney tumors.



Mohamad Allaf

APPOINTMENTS AND PROMOTIONS

Yvonne Mitchell was named vice president of human resources and talent acquisition for Johns Hopkins Medicine.

Gladys Brignoni, former deputy commander at Force Readiness Command for the U.S. Coast Guard, was named vice president of Human Resources, Learning and Organization Development for the Johns Hopkins Health System Corporation.

On Feb. 1, **Sarah Disney** began work as administrative director for Johns Hopkins Hospital inpatient operations and Johns Hopkins Hospital/Johns Hopkins Bayview Medical Center endoscopy.



Inaugural Protégé Leaders Named

Nine leaders from across Johns Hopkins Medicine were selected as “protégés” for the inaugural Hopkins Medicine **Levi Watkins, Jr.** Mentorship Program. The program is for high-potential, high-performing leaders and is intended to honor the work of Levi Watkins, Jr., who was a pioneer in both cardiac surgery and civil rights. Watkins, who died in 2015, dedicated his personal and professional life to enhancing diversity and inclusion at Johns Hopkins and in communities across the country.

Announced in October 2021, the mentorship program is focused on identifying and developing hidden and high-potential leadership talent, particularly in underrepresented groups, within Johns Hopkins Medicine. The program is a blended development process involving monthly mentor meetings, individual action planning, access to a digital interactive platform, assessment instruments, and group meetups.

As protégés, these leaders (pictured at right) will participate in a talent strategy to encourage professional growth and increase the development and retention of high-performing and high-potential leaders arising from underrepresented groups. Each will be paired with an executive mentor and sponsor.



Errol Bush



Toni Carter-Radden



Alejandro Garcia



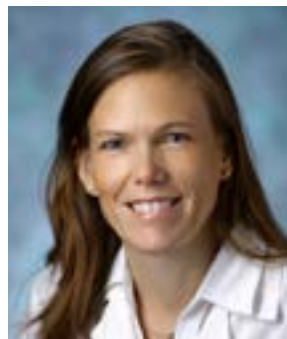
Risha Irvin



Janet Mighty



Yolanda Mullings



Kathleen Page



Cytena Phaire



Tanesha Stokes



The Johns Hopkins Medicine Levi Watkins, Jr. Mentorship Program is intended to honor the work of Levi Watkins, Jr., M.D., who was a pioneer in both cardiac surgery and civil rights.



What is Implicit Bias?

Implicit (subconscious) bias refers to the attitudes or stereotypes that affect our understanding, actions and decisions in an unconscious manner. These biases, which encompass both favorable and unfavorable assessments, are activated involuntarily and without an individual’s awareness or intentional control, according to The Joint Commission, a global driver of quality improvement and patient safety in health care.

There is extensive evidence and research that finds unconscious biases can lead to differential treatment of patients by race, gender, weight, age, language, income and insurance status. Bias in clinical decision-making results in overuse or underuse problems that can directly lead to patient harm, the Commission notes.

Johns Hopkins University School of Medicine and Johns Hopkins Health System: Goals Achieved

Across Johns Hopkins Health System and the Johns Hopkins University School of Medicine in FY21–FY22, a one-hour implicit bias course was assigned to the following target required audience to fulfill the system-wide diversity and inclusion metric:

Johns Hopkins Health System

- Supervisors/managers of people and above
- Advanced Practice Providers (physician assistants and nurse practitioners)
- Nurse managers and above

School of Medicine

- Faculty leaders
- Supervisors/managers of people and above

The purpose of the JHM | An Introduction to Unconscious Bias and Microaggressions, a virtual instructor-led learning module offered via Zoom, was to increase awareness of unconscious bias and microaggressions and provide participants with strategies for responding to

microaggressions and mitigating bias in decision-making in the workplace.

New State Licensing Requirement

As of April 1, 2022, providers in Maryland must complete an approved implicit bias training program in order to renew their medical license or certification.

JHM | An Introduction to Unconscious Bias and Microaggressions learning module has been approved by the Maryland Department of Health, Office of Minority Health and Health Disparities, to fulfill this requirement. Those who have already completed the course will be able to use the course to fulfill the requirement.

For sessions conducted from

February 23 to June 30, 2021 and March 23 to June 30, 2022: The overall JHM percentage completion rate was 68.5% for those who were part of the target audience. (This does not include those who completed the course but who are no longer with the institution.)

- March 23 - June 30, 2022: 14 sessions of the system-wide course were offered with 1,126 individuals completing the course with 2,884 having completed the course since the course was launched in February 2021.
- April 5 - June 30, 2022: 11 sessions of the general course for those not in the target required audience of the system-wide course were offered with 570 individuals completing the course.



Creating an Inclusive and Equitable Work Environment

A variety of policy updates/changes were made in 2022, including:

- Updating the JHHS ID badge policy to allow staff members to use their chosen/preferred name, which is aligned with Johns Hopkins University policies
- Revising a policy to clearly prohibit discrimination and discriminatory aggression by patients/health care decision-makers and visitors against JHM community members
- Reviewing uniform policies to be gender neutral
- Updating the appearance policy to indicate that religious headdress, afros, braids, locks and extensions are to be viewed as professional, which had not previously been the case. This was in line with both the Maryland and U.S. CROWN Acts, which prohibited race-based discrimination based upon the protective nature of one's hairstyle..

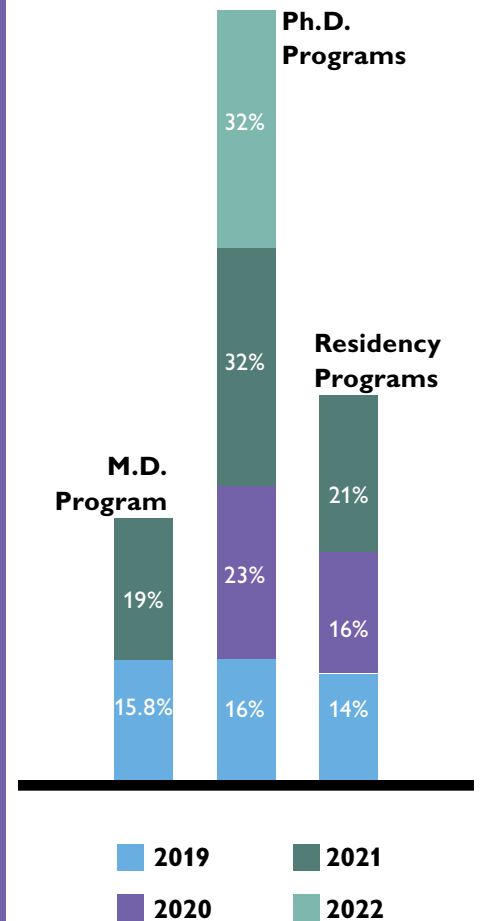


Johns Hopkins Employer Health Programs: Expanding Gender-Affirming Care Benefits

A general recommendation was made to update outdated, inappropriate, exclusionary (as to nonbinary people) language throughout the Johns Hopkins Employer Health Programs policy, including adding/expanding coverage for the following gender-affirming treatments/surgery:

- Electrolysis/laser hair removal
- Hair transplantation
- Tracheal shave
- Facial gender surgery
- Vocal surgery
- Speech pathology
- Body contouring
- Fertility preservation
- Nipple reconstruction/tattooing

Underrepresented in Medicine and Science School of Medicine Learners and Trainees





Isabel Wilkerson

Johns Hopkins Medicine's 40th Annual Martin Luther King Jr. Commemoration

Pulitzer Prize-winning author Isabel Wilkerson delivered a keynote address on January 11, 2022, as part of Johns Hopkins Medicine's 40th annual celebration of the life and legacy of Martin Luther King Jr.

In her talk, Wilkerson outlined the caste system of the United States, tracing the history of the form of social hierarchy from the nation's infancy to its most recent and enduring manifestations in American life.

The concept of social hierarchy is one Wilkerson explores in her 2020 best-selling book *Caste: The Origins of Our Discontents* (Penguin Random House). A caste system, said Wilkerson during her talk, is "an artificial, arbitrary, graded ranking of human value in a society," and it determines one's opportunities and expectations from society. The American caste system, she said, was alive even before there was an America.

The legacy of that early caste structure is still felt today, despite the efforts of leaders such as Martin Luther King Jr. to dismantle it, Wilkerson said. It is evident, she said, in the U.S. response to the coronavirus pandemic, which has laid bare the hierarchy of the American health care system as it struggled to meet the needs of vulnerable populations, especially those in communities of color, as COVID-19 began its spread.

After her talk, Wilkerson, who also authored the National Book Critics Circle Award-winner *The Warmth of Other Suns*, joined **Sherita Hill Golden**, vice president and chief diversity officer for Johns Hopkins Medicine, for a discussion of Wilkerson's scholarship and writings, the legacy of Martin Luther King Jr.,



and racism within the American health care system. Social hierarchies, Golden said, must be examined before they can be overcome.

"The caste system upon which America has been built must be understood and dismantled in order for our society to adapt and evolve, to address the social needs of those around us," Golden said in her opening remarks.

The Martin Luther King Jr. Commemoration, founded by pioneer in cardiac surgery and civil rights **Levi Watkins Jr.**, has enlightened and inspired the Johns Hopkins community for four decades. Past speakers include Maya Angelou, Harry Belafonte Jr., Stevie Wonder, James Earl Jones, Bishop Desmond Tutu, Jesse Jackson, Danny Glover, Rosa Parks and Coretta Scott King.



Johns Hopkins Medicine Martin Luther King Jr. Community Service Awards

On January 14, 2022, during the annual MLK Jr. Community Service Awards Ceremony, Johns Hopkins honored eight colleagues and one high school student for demonstrating Dr. King’s values of service, equality and selflessness through their volunteerism:

- **Barbara Bates-Hopkins**, Senior Community Engagement coordinator, Johns Hopkins Bloomberg School of Public Health
- **Todd Dousa**, Emergency Management Manager, Johns Hopkins Bayview Medical Center
- **Aleesha Eccleston**, Student, Johns Hopkins University Summer Jobs Program
- **Phoebe Evans Letocha**, Collections Management Archivist, Johns Hopkins University School of Medicine
- **Zhiling Li**, Network Engineer III, Johns Hopkins Health System
- **Michael Preston**, Director of Community Affairs, The Johns Hopkins University
- **Charles Reuland**, Executive Vice President/Chief Operating Officer, The Johns Hopkins Hospital
- **Nanette Smith**, Program Lead, The Johns Hopkins University, Bloomberg Philanthropies
- **Daniel Washington**, Surgical Technician, The Johns Hopkins Hospital

Also at the ceremony, **Denis Antoine**, assistant professor of psychiatry and behavioral sciences at the school of medicine, was recognized with the **Levi Watkins Jr. Ideals Award**. Antoine “embodies the principles behind the award through his work supporting underserved populations impacted by substance use and mental health disorders,” wrote **Paul B. Rothman**, dean of the medical faculty and CEO of Johns Hopkins Medicine, and **Kevin W. Sowers**, president of the Johns Hopkins Health System and executive vice president of Johns Hopkins Medicine, in a message to the Hopkins Medicine community on Friday.



**Denis Antoine, Director, Center for Addiction and Pregnancy (CAP), Johns Hopkins Bayview Medical Center
Assistant Professor of Psychiatry and Behavioral Sciences**



MLK Day of Service

The MLK Day of Service is an opportunity for Johns Hopkins Medicine employees to volunteer at local organizations in Baltimore, Howard County, Washington, D.C., and St. Petersburg, Florida.

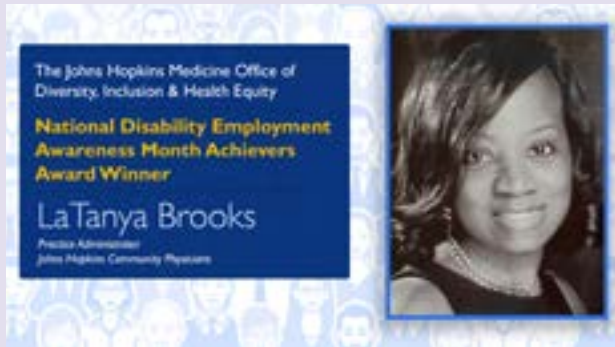
Due to the COVID-19 restrictions, volunteers were unable to serve at local organizations for the 2021 and 2022 Day of Service. We did, however, partner with local Baltimore organizations to provide supplies and donations to a wide variety of community partners.



The Achievers Award Program

The Achievers Award Program, started in 2020, recognizes and highlights underrepresented in medicine (URM) staff members across Johns Hopkins Medicine who exemplify excellence and exhibit Johns Hopkins Medicine’s core values. Recipients of these awards are recognized during their respective Heritage months and profiled on the Office of Diversity, Inclusion and Health Equity website, on Inside Hopkins, and at signature Employee Resource Group events during each heritage month.

Meet the 2022 Winners:



<https://www.hopkinsmedicine.org/diversity/about-us/employee-resource-groups.html>



Employee Resource Groups

Johns Hopkins Medicine Employee Resource Groups (ERGs) are made up of staff members, typically from underrepresented groups, and their allies who volunteer to come together based on a common purpose or background or on shared interests. These ERGs foster an inclusive workplace, giving employees opportunities to benefit from our community, contribute to patients' experiences and develop our existing diverse talent.

The Hopkins Diaspora

A group for African American/Black employees and allies

Co-chairs –

Tia Hooks-Jorge (until 8/11/22)

Selwyn Ray (until 8/11/22)

To join the Hopkins Diaspora ERG, https://lists.jh.edu/sympa/subscribe/hopkins_diaspora. You can also join our closed Facebook page, [The Hopkins Diaspora ERG](#).

To join the Howard County General Black/African American & Allies Community of Change (BLAAACC) ERG, contact the co-chairs: Debra Dennis and Aminah Leekins

Hopkins Familia

A group for Hispanic/Latinx employees and allies



Co-chair, **Wilson Lamy**, Senior Quality Innovation Coach, Johns Hopkins University/School of Medicine/Armstrong

Institute

Co-chair – TBD

To join the Hopkins Familia ERG, <https://lists.jh.edu/sympa/subscribe/hopkins-familia>. You can also join our closed Facebook page, [Johns Hopkins Familia](#).

To join the Suburban La Familia ERG, contact the co-chairs:

Patricia Rios, Rodrigo Figueroa, and Monica Sandoval

Hopkins Veterans

A group for former, retired and active military staff members, their families and allies



Co-chair **Adler Archer**, Senior Advisor for Strategic Initiatives, Office of the Whiting School of Engineering Dean



Co-chair **Keith Haggard**, Senior ERP Business Analyst for User Experience, Johns Hopkins Enterprise Business

Solutions

To join the Hopkins Veterans ERG, <https://lists.johnshopkins.edu/sympa/subscribe/veteranserg>.

To join the All Children's Hospital Veterans ERG, contact the co-chairs:

Alex Willoughby and Arika Manapat

Hopkins Asian and Pacific Islander (API)

A group of Asian, Asian-American and Pacific Islander employees and allies



Co-chair, **Avegrace Maraña**, Training Specialist, Johns Hopkins Medicine Language Services



Co-chair, **Abby Abraham**, Patient Access Manager, Johns Hopkins Health System

To join the Hopkins API ERG, <https://lists.jh.edu/sympa/subscribe/hopkins-api>.

Hopkins LGBTQ+

A group of Lesbian, Gay, Bisexual, Transgender, Queer and/or Questioning, Intersex, Asexual, Two-Spirit plus employees and allies

Co-chair – Sage Magness (until 3/30/22)

To join the Hopkins LGBTQ+ ERG, email diveristy@jhmi.edu.

To join one of the entities' LGBTQ+ ERGs, contact their co-chairs:

All Children's Hospital LGBTQ+ ERG co-chair, Matthew Werling

Johns Hopkins Bayview LGBTQ+ ERG co-chair, Rachel Moseley

Howard County General LGBTQ+ ERG co-chairs, Clare Madrigal and Laura Torres

Sibley Memorial Hospital LGBTQ+ ERG co-chair, Clare Madrigal

Hopkins Employees with Disabilities

A group of employees with disabilities and allies

Co-chair: TBD

Co-chair: TBD

To join the Hopkins Employees with Disabilities ERG email diveristy@jhmi.edu.

Hopkins First Nations Indigenous and Allies

A group of employees who are First Nations, Indigenous, Native American and allies

Co-chair: Emilyn Frances Bauer Burns, Johns Hopkins Hospital, PACU, RN II

Co-chair: TBD



An Active Year for Employee Resource Groups

The activities of the ERGs are aligned with the JHM and ODIHE strategic priorities.

JHM Strategic Priority: Support the Well-Being of Our People and Communities

ODIHE Strategic Priority: Model Our Commitment through Workforce Diversity and Inclusion

Black History Month (February): Hopkins Diaspora and Hopkins API viewed a Washington Post Live program, “Race in America: Allyship,” with Sherrilyn Ifill, president and director-counsel of the NAACP Legal Defense Fund, and John C. Yang, president of Asian Americans Advancing Justice, to highlight the efforts of Black and Asian communities to fight systemic racism.

Asian and Pacific Islander Heritage Month (May): Hopkins API hosted:

- “Lunch & Learn: A Cultural Celebration,” a cultural tour of the Pacific Islands and the five regions of Asia—West Asia, Central Asia, South Asia, East Asia and Southeast Asia.
- Fireside chat with the Achievers Award winners.
- Keynote speaker Dr. Hee-Soon Juon, Thomas Jefferson University social and behavioral scientist, presented “Challenges of Health Disparities among Asian Americans.”

LGBTQ+ Pride Month (June):

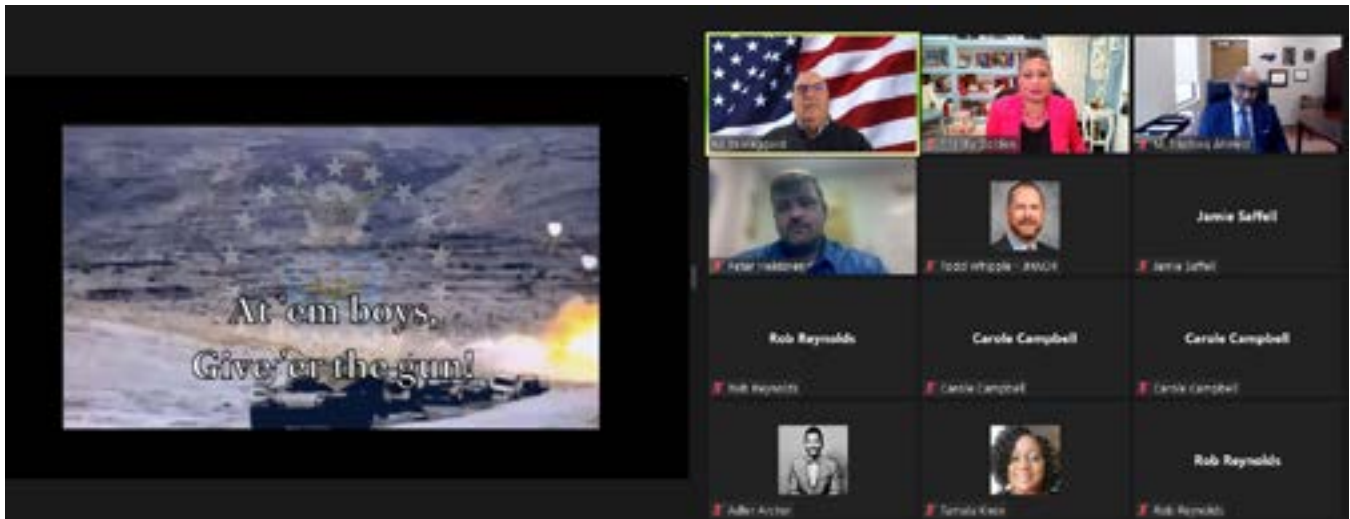
- Dr. Steven Schonfeld of the American Foundation for Suicide Prevention Maryland Chapter presented “Talk Saves Lives™ An Introduction to Suicide Prevention – LGBTQ+.”
- Dr. Jonathan Poquiz presented “Pediatric Gender-Affirming Care: A Multidisciplinary Approach.”
- Fireside chat with the Achievers Award winners.

- “Intersectionality in the LGBTQ+ Community: Sharing Our Stories”: a panel discussion with members of the Hopkins community, who also are members of the various other ERGs, about their lived experiences.
- Members of the JHM LGBTQ+ ERG and entity-level ERGs participated in the Annapolis Pride Festival, D.C. Pride Festival, Baltimore Pride Parade and Festival, and the St. Pete’s LGBTQ+ Youth and Family Day.
- In October during LGBTQ+ History Month, the Howard County General Hospital LGBTQ+ ERG participated in the Howard County Pride Festival with approximately 10 volunteers.
- The Sibley LGBTQ+ ERG conducted LGBTQ+ education during new employee orientation, teaching 40 to 60 new employees about basic LGBTQ+ cultural competencies, and accessing resources for patients and staff members.

Hispanic Heritage Month (mid-September through mid-October): Hopkins Familia hosted:

- The keynote speaker Dr. Laura Gómez, a professor of law at UCLA Law School and author of the book *Inventing Latinos*, presented “Inventing Latinos: Systemic Racism and the Origins of the Anti-Latino Racial Logic.”





- Hopkins Familia and Hopkins Diaspora hosted “Intersectionality: Black and Latinx Communities Fight for Change Fireside Chat,” featuring the executive co-sponsors and co-chairs of both ERGs.
- Dr. Elisabet Pujadas, an anatomic pathology resident, presented “Ramón y Cajal: Deconstructing a Legacy,” on the contributions of the Spanish neuroscientist Ramón y Cajal.
- A panel discussion with JHM Latinx/Hispanic leadership, Rebecca Canino, Angelo Mojica and Javier Vazquez, who shared how their Latinx/Hispanic identity shaped them and affected their career paths.
- These events reached more than 450 individuals (74% affiliated with Johns Hopkins and 26% community partners). Of note, 33% of those affiliated with Johns Hopkins were outside of JHM (e.g., Johns Hopkins University, Applied Physics Laboratory and Kennedy Krieger Institute).
- Suburban Hospital’s La Familia ERG created a platform that facilitated the interaction of all staff members via salsa lessons, supported the professional development of Latinx/Hispanic staff and allies through monthly computer classes, and implemented new tools for effective and timely communication of events (email listserv and WhatsApp messaging).

Veterans ERG:

- Hosted a virtual Veterans Day event to honor military veterans across JHM with keynote speaker Dr. Shafeeq Ahmed, Howard County General Hospital president and one of the ERG executive sponsors, and the Veterans Day Achievers Award winners.
- Provided Johns Hopkins veterans with available community resources by hosting guest speaker presentations: Blue Star Families in January and Headstrong in May for Mental Health Awareness Month.
- In March, the ERG and Blue Star Families hosted a health education webinar, “Matters of the Heart,” open to the community. Supported Blue Star Families with a JHHC health educator resource and highlighted Johns Hopkins job recruitment opportunities for veterans and military family members.
- In June, sponsored the Reveille Grounds Baltimore Military Muster events, promoted it on social media, presented an overview of the Veterans ERG, covered dinner for participants, and fostered relationships with community veteran groups.
- Through ongoing meetings with the JH Office of Diversity and Inclusion and other JHU leaders, explored opportunities for better collaboration with



JHU Veterans. With HR, conducted an analysis of JHHS veteran turnover and met with HR leadership to explore opportunities for improvement.

- Explored Johns Hopkins participation in the SOCOM (Special Operations Command) Fellowship program for veterans separating from service and worked with HR Talent Acquisition to enhance a website to promote veteran recruitment as part of the FY2023 budget.
- Conducted a seminar for JHHS recruiters on the military resume, hosted an Afghanistan Withdrawal Listening Session, and honored the Maryland National Guard COVID service with JHM challenge coins. JHM employees who are current or past members of the military are eligible to receive a JHM challenge coin.
- Recognized the anniversaries of each of the military branches along with those JHM community members who are members of those branches of service.

JHM Strategic Priority: Aim for Precision in Everything We Do

ODIHE Strategic Priority: Hardwire Our Systems to Ensure Accountability and Transparency

- The Hopkins Familia Patient Care Committee held two Patient Cafes for patients with limited English proficiency (LEP) to get feedback about the services they need. The format of the cafes was modified to virtual due to the COVID-19 pandemic, and included collaboration with Patient Experience, JHM Language Services, medical students, and Hopkins Familia Patient Care Committee.
- The Sibley Hospital LGBTQ+ ERG promoted LGBTQ+ visibility and inclusion for patients and staff members via education, ERG members, LGBTQ+ Resource

Nurse, internal announcements, pronoun pins and rainbow flags.

JHM Strategic Priority: Push the Boundaries of Science and Education

ODIHE Strategic Priority: Create a Culture to Support Inclusion and Belonging and Restore Trust with Staff

- Hopkins Familia Workforce Committee:
 - Hosted two Trivia Night networking events
 - Developed a networking virtual fair to integrate the Hispanic/Latinx community across Baltimore professionals and students during the Association of Latino Professionals for America quarterly meetings.
- Hosted a networking fair in March 2022 using a new platform, Airmeet, with three networking skills-building sessions, two ALPFA topics, one Hopkins Familia topic, and an unconscious bias and microaggressions session with 40 total participants.
- The Sibley LGBTQ+ ERG:
 - Created department-specific LGBTQ+ education and resource manuals for the Rehabilitation, Weight Loss/Bariatric Surgery and Women and Infant Services departments (approximately 90, 5, and 60 staff, respectively).
 - In July 2021, hosted a Pride table at Sibley Hospital with resources and Sibley-branded swag for staff.
- The Howard County General Hospital LGBTQ+ ERG:
 - Shared internal communications to highlight diversity and inclusion events, speakers and education offered throughout JHM and JHU.



JHM Strategic Priority: Improve the Quality and Affordability of Health Care

ODIHE Strategic Priority: Deliver Equitable Health Care and Restore the Trust with Our Communities

- Hopkins Familia Community Committee:

- Supported local high school students in college and career mentoring.
- Hosted a Virtual Career Day at Johns Hopkins Bayview Medical Center with two sessions involving 95 students and 20 Johns Hopkins professionals.
- The Centro SOL (Center for Salud/Health and Opportunities for Latinos) Virtual Career Fair held one session with 35 students and 11 Johns Hopkins professionals that informed the local community of the support and programs available via Johns Hopkins Strategic Workforce Development.
- The Sibley LGBTQ+ ERG:
 - Advocated for LGBTQ+ patients and staff members by documenting incidents and providing follow-up education for individuals/departments in need of cultural competency training.

Marita Golden Virtual Workshop Series

In spring 2022, the Office of Diversity, Inclusion and Health Equity, in collaboration with the Office of Well-Being, kicked off a campaign with noted novelist, nonfiction writer, and professor Marita Golden to host virtual sessions focused on women’s mental health, a celebration of self, and emotional rejuvenation. Johns Hopkins Medicine employees attended the sessions and shared their experiences.

An award-winning author of 19 works of fiction and nonfiction, Golden has taught at George Mason University, Virginia Commonwealth University and Johns Hopkins University, among other institutions. She has facilitated workshops on writing, creativity and mental health nationally and internationally to diverse and multicultural constituencies.

Part 1: The Strong Black Woman: How a Myth Endangers the Physical and Mental Health of Black Women / Book Discussion and Q&A February 15, 2022



This session included a discussion and Q&A about Marita Golden’s book, *The Strong Black Woman: How a Myth Endangers the Physical and Mental Health of Black Women*. The session focused on The Strong Black Woman syndrome, which is a deeply embedded cultural belief in the African American community and many communities of color that dictates a

definition of strength for women that relies on self-sacrifice, the censorship of expressions of physical and emotional pain, perpetual resilience and placing the needs of others before individual needs and desires.

Part 2: Redefining Strength, Power, Health and Healing March 8, 2022

This session focused on women’s mental health, a celebration of self, and emotional rejuvenation. The discussion centered around the power and meaning of “yes” and “no”; how to say “yes” to what you need; what celebrates and restores you; and the mind/body connection, what it is and what it means.

Part 3: Writing Into Healing Through a Storm April 18, 2022

This creative interactive writing workshop introduced the basic elements of powerful writing — voice, description, details and conflict. Golden discussed how to write “butt naked” so readers feel connected to the writer and their story. Other questions explored included: Why deep and difficult emotions and experiences are the soil from which rich writing springs, and why writing is a powerful form of healing and therapy.





COVID-19 Community Education Task Force 2021–2022

Johns Hopkins University Office of Diversity and Inclusion



Katrina Caldwell

Co-Leads



Sherita Golden (ODIHE)



Jeanne Hitchcock (GCA)

Other Partners



Risha Irvin



Katie O'Connor



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JHU/JHM PARTNERS

JHM Office of Diversity, Inclusion and Health Equity (ODIHE)



Sherita Golden



April Lugo



Panagis Galiatsatos

Government and Community Affairs (GCA)



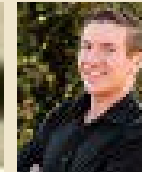
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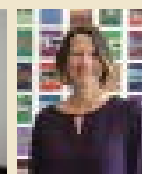
Johns Hopkins Center for Communication Programs



Susan Krenn



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Erica Nybro

Centro Sol



Kathleen Page



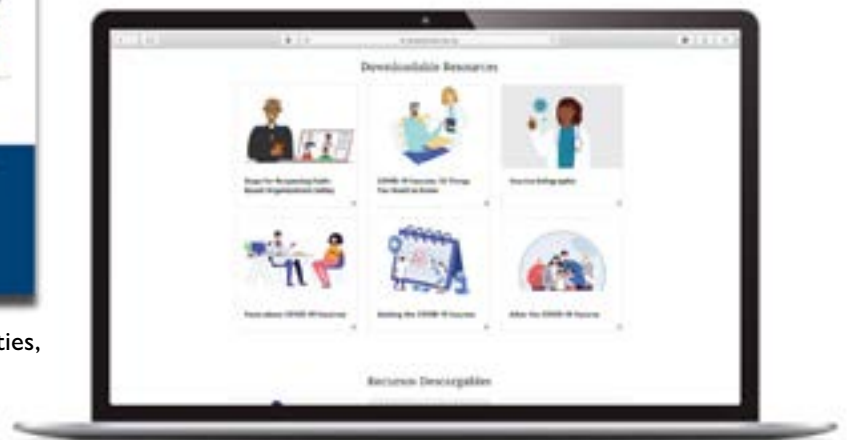
Educational Outreach

Development of a Website, Community Education Materials and Toolkit

The Equity for COVID-19 Vaccines and Care website was developed to educate staff members and the public about the work Johns Hopkins Medicine has been doing with the community to address the devastating health disparities exacerbated by the coronavirus pandemic. It included the creation of several education materials and a community education toolkit.

The site contains a Toolkit for Community Organizations (in English and Spanish) with printable PDF files on the following topics:

- COVID-19 Vaccine: 12 Things You Need to Know
- Vaccine Infographic
- Facts about COVID-19 Vaccines
- Getting the COVID-19 Vaccine
- After the COVID-19 Vaccine
- Safe Church Reopening



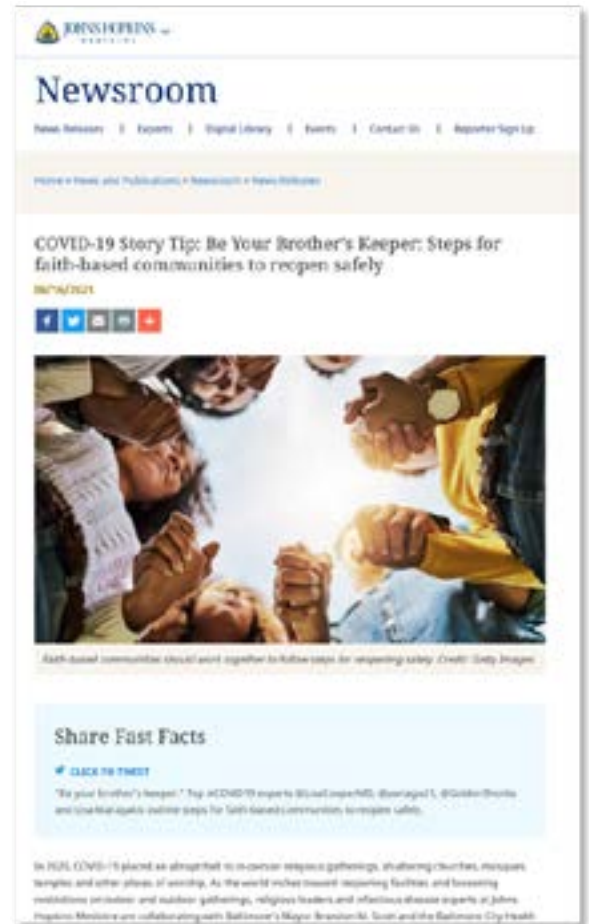
The site includes videos discussing COVID-19 disparities, the COVID-19 vaccines, and demographics of the COVID-19 vaccine trials.



Baltimore City/Johns Hopkins Medical-Religious Partnership

Education Event

As part of the medical-religious collaboration, a virtual event guiding faith-based organizations to reopen safely was held May 25. It had the largest turnout of any that the Scott administration had hosted at the time. Lisa Maragakis, Lisa Cooper, Panagis Galiatsatos and Sherita Golden served on the panel during this event.





Baltimore City/Johns Hopkins Medical-Religious Partnership

Houses of Worship Served

As of Sept. 20, 2021, the medical religious partnership has served nine places of worship in Baltimore City:

1. Muslim Community Cultural Center of Baltimore
2. Rebirth Tabernacles of Glory
3. Union Baptist Church
4. The New Metropolitan Baptist Church
5. Providence Baptist Church
6. Greater Gethsemane Ministries
7. Ray of Hope Baptist Church
8. Israel Baptist Church of Baltimore City
9. The Seed Church





Diverse Media Collaboration

Johns Hopkins Medicine successfully joined Urban One Radio, AFRO News and El Tiempo during the pandemic to provide culturally tailored community education about COVID-19 and COVID-19 vaccines. The programs were live-streamed on Facebook. They featured trusted community messengers along with JHM medical experts and had a significant reach.

Reach: 23,311 listeners in Washington, DC, Baltimore, and across Maryland.

	YouTube Video Views	Facebook Live Video Views	Total Video Views	Engagements (Facebook Live and You Tube Views, Shares, Saves, Likes, Comments)
DC Praise 104.1 (6/22/2021)	306	5,400	5,706	-
Baltimore Praise 106.1 (6/22/2021)	143	4,769	4,912	-
92Q Jams (3/28/2022)	-	-	-	4,408



Reach: 21,356 listeners across Baltimore and Maryland (mostly ages 18–54).

	Facebook Live Video Views	Total Video Views
AFRO News (July 2021)	19,300 (7/13/2021)	21,356
	1,300 (7/15/2021 re-broadcast)	
	756 (7/18/2021 re-broadcast)	



Reach: >130K listeners across Maryland (mostly ages 18–54).



Facebook Live **EN VIVO**
MIÉRCOLES | 15 de Sep | 5 pm

CONVERSACIONES sobre Covid-19



CON INVITADO GARCÍA...
......



El Tiempo Latino



Vaccine Education Equity: A Mobile Approach

Johns Hopkins Medicine’s COVID-19 mobile vaccination team gave vaccines to 51 people during the Central Intercollegiate Athletic Association (CIAA) Fan Fest on Friday, Feb. 25, and Saturday, Feb. 26, 2022, at the Baltimore Convention Center.

“Many people don’t feel comfortable in medical spaces,” says Ben Bigelow, director of the mobile vaccination team. “By being out in the community, we’re removing every barrier we can. People can just walk up.”

Bigelow says many people received booster doses and some got their first dose of the vaccine. Events like this, he says, give people time and space to make a decision about the vaccine. For example, another vendor approached the team’s booth on the first day and asked several questions. On the second day, she decided to get her first dose.

“Many people are hesitant, and this gave us a way to talk about how vaccines are necessary, safe and effective, in an environment where people were comfortable,” Bigelow says. “It’s imperative to get every person vaccinated that we can.”



