The ODCC was established in January 2009. The mission of the ODCC is to initiate and support activities that increase diversity and promote cultural competency among members of the JHM community. The overall goal for the ODCC is to help ensure that by 2020, JHM will be recognized by its peer institutions, patients and community as the leading model for diversity and inclusion. The ODCC is guided by six key activities:


**Faculty Recruitment & Retention**

Mosaic Initiative – To enhance faculty diversity throughout Johns Hopkins Institutions, the Mosaic Initiative was launched in April 2008. Together, the University and Johns Hopkins Medicine committed $6.25 million over five years to assist in the recruitment of the best faculty who will add to the excellence and diversity at Johns Hopkins. This initiative has worked to expand the pipeline for women and faculty of color and provide funds for: (1) inviting visiting faculty leaders to campus for lectures and presentations; (2) identifying and recruiting female and minority graduate students who may be interested in faculty positions upon completion of graduate school; and (3) conducting professional development workshops for current graduate students. For the 2010-2011 academic year, the SOM received four Mosaic Awards providing the opportunity for recruitment and retention of URM fellows and junior faculty. The Mosaic Initiative continues to remain a highly sought after resource from our department chairs and division chiefs seeking to retain promising URM fellows or junior faculty.

**Facility**

Welch Center for Prevention, Epidemiology and Clinical Research – The Welch Center is a multidisciplinary research center is within the Department of Medicine’s, Division of Internal Medicine and is affiliated with the Johns Hopkins Bloomberg School of Public Health. The Center’s work promotes the health of the public by advancing new knowledge on disease prevention and access to culturally competent care. The Center houses the SOM’s greatest strengths in health care disparities research and cultural competency education and training. Five of the 27 core faculty within the Center are URM females, including Dr. Lisa Cooper, MD, MPH, who was recently awarded a five-year P50 grant from the National Heart, Lung and Blood Institute. The specific aim of the Center is to establish a trans-disciplinary research center to improve cardiovascular outcomes and reduce racial and ethnic disparities in care in Baltimore. The project employs principles of community-based participatory research to build durable connections between researchers, healthcare provider networks, community members, and policy-makers. The Center will initially address racial disparities in hypertension. Investigators will initially undertake three intervention studies to improve the identification and treatment of African Americans with hypertension, and to improve these patients’ health outcomes.

**Unconscious Bias**

Campus Conversations on Diversity and Inclusion – (CCDI) The ODCC is currently coordinating a SOM-based team of trainers who are organized through the JHU Talent Management and Organizational Development to conduct institution-wide training sessions. Sessions are intended to create a safe space to stimulate meaningful conversations about diversity and inclusion at Hopkins. ODCC has partnered with Marketing and Communications to develop and implement a social marketing plan for CCDI across JHSOM. In support of Diversity and Inclusion 2020 objectives, an electronic letter was issued by Dean Edward Miller to all JHM faculty and staff announcing the SOM’s commitment to the ODCC, Human Resources Office, and Johns Hopkins University’s Talent Management Organizational Development (TMOD) Office establishment of a more comprehensive approach to building a culture of inclusion. Effective September 2011, newly hired SOM staff will be encouraged to attend a CCDI session as part of their university orientation.

**Annual New URM Faculty Luncheon** – The Third Annual ODCC New URM Faculty luncheon took place on January 17, 2012. First and Second Year URM faculty from across JHM were brought together to meet one another, meet senior faculty and executive leaders from across JHM, share experiences about coming into the institution, learn from one another, and to identify potential mentors. First year URM faculty expressed mixed feelings about academia, concerns about a lack of mentoring, and overall isolation. Senior and junior faculty offered verbal support and some agreed to serve as proposal reviewers, mentors, and resource persons to new URM faculty.
### Faculty/ Medical Students Inclusion

**Annual URM Student & Faculty Reception Levi Watkins Reception** – Co-hosted by Drs. Levi Watkins, Professor of Surgery and Associate Dean for Postdoctoral Affairs and Daniel Teraguchi, Ed.D. Assistant Dean for Student Affairs, Director, Office of Student Diversity hosted the Annual URM Student Reception at the Bay Café in downtown Baltimore, August 30, 2011.

### Infrastructure Building for Sustainability

**Centers on Health Disparities** – Office of Diversity and Cultural Competence (ODCC) provides resources to help organize and expand the development of a JHU East Baltimore Campus-wide collaborative involving four federally funded Health Disparities Centers (representing JHUSOM, SON, and SOPH). ODCC will help streamline a coherent Institution-wide agenda to reduce disparities in health and health care, promote best practices, increase scholarship in health disparities research, and enhance the training experiences of faculty, fellows, residents, and students. Initial activities include: a Speaker and Panel Discussion on Unconscious Bias that brought Augustus White, author of *Seeing Patients: Unconscious Bias in Healthcare* to our East Baltimore Campus and the Enoch Pratt Community Library on October 3, 2011; an electronic newsletter that will be released September 2012; and a website integrating all the centers. Dr. Gibbs is also supporting other grant proposals submitted by URM faculty.

### Faculty Diversity/ Unconscious Bias

**Faculty Searches** – Dr. Gibbs is assigned to every Department Chair Search Committee. To date, Dr. Gibbs has participated in two department chair searches which include Otolaryngology and Orthopaedics. Along with Ms. Caroline Laguerre-Brown, Vice Provost for Institutional Equity, Dr. Gibbs contributed to a training module on Unconscious Bias and Diversity in the Search Process that is increasing in utilization across the SOM.

**Meyerhoff Fellows** – Working with Drs. Nichols, Baumgartner, and Clements along with JHM’s Development and Alumni Relations Office, a proposal outlining an expanded Robert E. Meyerhoff Fellowship for URM junior and senior faculty and Meyerhoff Alumnae Association was developed and presented to Mr. Meyerhoff for consideration. Frederick Korley, M.D., Department of Emergency Medicine is currently the only Meyerhoff Professor. The Dean’s Office hosts an annual luncheon for the JHU SoM to bring former and current JHU based Meyerhoff Scholars together along with Mr. Meyerhoff, UMBC President Dr. Freeman Hrabowski, and other UMBC staff.

**Hopkins Organization for Latino Awareness (H.O.L.A.)** – ODCC and Vice Dean of Faculty Affairs, Janice Clements has received a request for funding support to assist the infrastructure building and faculty support. Several H.O.L.A. members are active participants in the Urban Health Radio Planning Committee and will assist in the development and successful launching of a Spanish version of our radio program for local radio.

### Cultural Competency Needs Assessment

**Cultural Competency Needs Assessment.** The Assessment was rolled out to ten clinical departments including Medicine, Pediatrics, Surgery, Dermatology, Neurology, Psychiatry, OBGYN, Radiology, Emergency Medicine and Anesthesiology and Critical Care in May 2011. Over 40% of the faculty, fellows, and residents responded. Objectives of the study were to: 1) ascertain how faculty, fellows, and residents across clinical departments at Johns Hopkins School of Medicine will express the need for additional training to meet the needs of their ethnically diverse patient population; 2) determine whether or not and to what extent responses varied by respondents’ race and/or ethnicity; 3) determine the extent to which general internists at Johns Hopkins Bayview Medical Center and psychiatrists at Johns Hopkins University varied in preparedness from the rest of the sample; 4) examine whether residents express higher levels of preparedness to deal with diverse populations than post-doctoral fellows and faculty; 5) determine if physicians who feel less prepared to deliver cross-cultural care also report lower levels of culturally competent behaviors; and 6) examine physician factors that are associated with perceptions of departmental diversity climate; and to determine institutional barriers to learning and delivering culturally competent health care at Johns Hopkins. Preliminary results will be shared with department chairs over the next few weeks and the final report is being prepared for a June 2012 release.
## Johns Hopkins Urban Health Residency Training Program

The Johns Hopkins Internal Medicine-Pediatrics Urban Health Residency Program, which launched in 2010, prepares physicians to be primary care leaders who can address challenges facing the urban poor and underserved. Its sister program, the Osler Internal Medicine Urban Health Primary Care Track, started a year later. Residents in the programs become experts in the medical, social and economic determinants of health facing underprivileged patients that contribute to the health inequalities witnessed in Baltimore—challenges like lack of transportation to appointments and the inability to afford prescriptions for every family member. Unlike traditional residency programs, they learn, from a primary care perspective, how to prevent and treat substance abuse, mental illness, urban violence, and HIV/AIDS and even practice prison medicine. The programs take a "place matters" approach to understanding medicine in the context of community factors such as the environment, homelessness, drug addiction, violence, poverty, racism, language and educational barriers. The ultimate goal is to train physicians to become better in the practice of primary care medicine; ensuring the likelihood of a more efficacious, connected, and culturally appropriate patient-centered approach that is grounded in the community. The residents in both programs are eligible for certification in adult medicine while the Internal Medicine-Pediatrics residents are also specialists in pediatric medicine. The first class for both programs will graduate in 2014.

## Department of Pediatrics – Pediatric Clinical Fellows Cultural Competency Luncheon

Beginning in September 2010, the Department of Pediatrics has hosted a Diversity Matters Cultural Competency Luncheon Series. In addition to the luncheon, the department has incorporated a year-long cultural-competency curriculum for fellows and all fellowship training faculty.

## Marketing and Communications

In January 2012, the SOM’s Marketing and Communications Department produced a series of articles and products promoting the leadership, notable programs, vision and projected impact of the Johns Hopkins SOM’s Diversity and Inclusion 2020 goals. The materials highlighted Johns Hopkins Medicine diversity officers, Brian Gibbs, Beverly Seals-White, and Janet Harding from Bayview Hospital.

## Annual New URM Faculty Luncheon

The Third Annual ODCC New URM Faculty luncheon took place on January 17, 2012. First and Second Year URM faculty from across JHM are brought together to meet one another, meet senior faculty and executive leaders from across JHM, share experiences about coming into the institution, learn from one another, and to identify potential mentors. First year URM faculty expressed mixed feelings about academia, concerns about a lack of mentoring, and overall isolation. Senior and junior faculty offered verbal support and some agreed to serve as proposal reviewers, mentors, and resource persons to new URM faculty.

## Presentations on Diversity and Health Disparities

When invited, Dr. Gibbs has given presentations on diversity matters and health disparities. For example, Legislative Black Caucus of Maryland, Kennedy Krieger Leadership in Neurodevelopmental Disabilities, Pediatric Fellowship Cultural Competency Luncheons, and Bayview Diversity Council, Clinical Translational Science Research Center, New Faculty Orientation, the JHM Board of Trustees, and several student and staff affinity groups.

## Maryland Alliance for Health Professionals

The Alliance, (est. Fall 2010), comprised of representatives from Maryland’s academic health institutions and historically black colleges and universities (Johns Hopkins Uni., Uni. of Maryland, Morgan State Uni., Coppin State Uni., and Uni. of Maryland Eastern Shore), is designed to address the state’s growing workforce and health care needs. Member, Institutional Representative. Maryland Alliance to Transform the Health Professions—The Alliance, (est. Fall 2010), comprised of representatives from Maryland’s academic health institutions and historically black colleges and universities (Johns Hopkins Uni., Uni. of Maryland, Morgan State Uni., Coppin State Uni., and Uni. of Maryland Eastern Shore), is designed to address the state’s growing workforce and health care needs. Through sharing of best practices relating to training and research, the Alliance is expected to develop strategies to expand the pipeline of fully-prepared and qualified URM candidates for health professions schools, build collaborations and partnerships, share intellectual talent and technical expertise among the faculty of the member institutions, and secure research funding to develop and increase faculty diversity, reduce disparities and improve health outcomes. Dr. Gibbs serves as the SOM representative.
### Funding & Grant Writing Activities – 1) Diversity in Maternal and Child Health Professions – (Jan. 2011-13) Funded by HRSA’s Maternal Child and Health, Kennedy Krieger (Carolyn Belcher – PI), JHM, Morgan State University, Coppin State University, and the University of Maryland have formed a three-year collaborative to enhance the ethnic and racial diversity of training programs. The goals of the Maryland- based collaborative are to: Cultivate successful efforts to increase racial and ethnic diversity within the MCH training program (faculty, fellows, students); Document promising strategies for increasing racial and ethnic diversity in MCH training programs; ID support needed for grantees to successfully implement promising strategies; and Develop diversity peer mentors among MCH training programs.

### Community

**Urban Health Radio Program (UHRP)** – The ODCC, with support from Office of Government, Community, and Public Affairs, launched the UHRP on September 16, 2010, ODCC. Beginning in March 2011, the UHRP titled “Breaking It Down: Our Health Our Way,” has aired weekly and featured over 100 URM and Non-URM faculty during 70 different programs on topics related to disparities in health and health care, public health, clinical research, individual and community-based solutions, and community resources. The UHRP airs on Baltimore’s WOLB -1010 AM Radio Station. Objectives for the UHRP are to engage diverse faculty and staff from across the East Baltimore Campus and, combined with community stakeholders, deliver a straightforward and culturally relevant educational program that: a) addresses challenges to health and health care access, b) fosters health promotion and disease prevention, and c) promotes culturally relevant solutions to address health and health care disparities affecting residents of East Baltimore. The program is geared towards an African American and Urban Health audience. Programming has included topics such as Fruits and Vegetables, Cholesterol, Dermatological Issues, Prescription Medications, Childhood Asthma, Infant Health, Women’s Health Issues, Breast, Lung, Colon, and Prostate Cancer, Heart Disease, Diabetes, Holiday Stress and other Mental Health Issues, Violence, Substance Abuse, Glaucoma, Sleep Disorders, and HIV/AIDS. Future plans include developing and launching, in partnership with the Hopkins Organization of Latino Faculty (HOLA), a Hispanic version of the program within the next year.

**Annual Claiming Our Future Career Exploration Day East Baltimore Campus: First Annual “Claiming Our Future – “Career Exploration Day”, took place Monday, May 9, 2011. Dr. Ben Carson was the featured speaker for this year’s event. Over 400 elementary, middle and high school students (and their teachers) from across Baltimore City Public Schools, JHU faculty, subject matter experts, volunteers and event staff participated in the day-long event that also included discussions on strategies for career building, healthy relationships, violence and bullying prevention, and a presentation by Mr. Darin Atwater, founder and orchestra director of the Baltimore Soulful Symphony and orchestra director for the Baltimore Symphony. Financial supporters for this event included the Provost’s Office, Office for Government, Community, and Public Affairs, Schools of Medicine, Nursing, and Public Health, and Johns Hopkins Hospital. An overwhelming majority of students and teachers rated the overall program as excellent or very good. Plans for the Second Annual Career Exploration Day are underway. This year’s event is scheduled for Friday, May 18, 2012 and will bring over 800 Baltimore City Public School Students to the East Baltimore Campus for a full-day program focused on careers in Science, Technology, Engineering, and Math and Healthcare.**

**Community Forums:** Over the past year, ODCC has co-hosted other DOM community forums on both the East Baltimore Campus as well as the Bayview Medical Campus on Blood Donation in the African American Community, Sickle Cell Disease Patient Advocacy, Racial and Ethnic Disparities in Kidney Disease, and What You Should Know About Kidney Donation. Also, in conjunction with the Department of Medicine, ODCC has hosted a series of five Sickle Cell Disease community forums focused on the following themes: Personal Responsibility and Practices, Building an Social Marketing Campaign, Establishing a State-wide Educational Series for Primary Care Physicians, and State-Wide Rally at the State Capitol to educate elected officials. In addition, ODCC has partnered with Dermatology to host community forums on Hair and Scalp Conditions Impacting African Americans, Skin Cancer in the African American Community, and Vitiligo. Forums on Violence Prevention along with the Impact of Trauma from Violence on a Community were co-hosted by ODCC in conjunction with the Department of Surgery.
Johns Hopkins School of Medicine hosts Career Exploration Day

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Close to 1,000 Baltimore City students received an up-front and personal look at Science, Technology, Engineering and Mathematics (STEM) careers as part of the Claiming Our Future: Career Exploration Day. The event was organized and presented by the Johns Hopkins University School of Medicine Office of Diversity and Cultural Competence, and was held at Johns Hopkins University’s Turner Auditoryum.

The daylong program featured a variety of motivational speakers, including faculty from Johns Hopkins’ schools of education, engineering, medicine, nursing and public health, as well as national and local media personalities.

Each presented on a topic tied to the theme of this year’s event—Science, Technology, Engineering and Mathematics (STEM), which are careers fields that historically lack representation among women and minorities.

The event is the brainchild of Dr. Brian K. Gibbs, Associate Dean of Johns Hopkins School of Medicine Office of Diversity and Cultural Competence.

“This event represented great kids, great schools and a great partnership,” said Dr. Gibbs. “I thought the event was a huge success and a huge step forward towards establishing a strong relationship between Johns Hopkins and Baltimore City Public Schools. I believe we made a significant statement towards that through this event. We had great support from the entire Johns Hopkins family. I am very proud of the Hopkins community for their tremendous support and partnership.”

Career Exploration Day is just one of many Johns Hopkins initiatives designed to equip local youth with skills and experience for successful health care careers. Johns Hopkins provides many other opportunities, including mentoring, internships, scholarships, job shadowing, lectures and tours of its facilities.

Summer job programs at The Johns Hopkins Hospital, Johns Hopkins Bayview Medical Center and national governmental agencies also employ more than 100 college and graduate students each year.

Students also learned about overcoming obstacles, setting goals and building healthy relationships with adults of color from across Baltimore and areas similar to East Baltimore who have succeeded in college and professional careers.

Presenters included Mario Armstrong, a digital lifestyle expert and Emmy Award-winning journalist who regularly contributes to NBC’s Today show, CNN and NPR’s Morning Edition.

Armstrong kicked the event off with a high-energy program that combined his success story with live, on-stage experiments and technology demonstrations. The event also featured well-known local comic Meshelle.

“Mr. Armstrong and Meshelle did an outstanding job and made STEM relevant as to where we are today,” said Dr. Gibbs. “Some students think they can get away from Science and Math and they don’t get away from it. It’s attractive for students to see people who have overcome the odds. It’s good for students to see they can still dream. We provide that as a backdrop.”

WJZ news anchor Gigi Emanett and Angel Carpenter, on-air radio talent for AMF radio station 92Q also participated in the event.

“This year’s event emphasized STEM and brought in the dimensions of robotics,” said Dr. Gibbs. “Physicians shared their stories about what it took and made it relevant to the younger kids. This year, we focused on schools that did not have a STEM curriculum or a robotics program. We wanted to engage the students and also the teachers. We wanted them to see the brilliance here in the area of STEM and robotics.”

He added, “Kids don’t understand why technology is relevant. They are technology consumers. However, many are not engaged to become designers, and that’s where the future lies. I think Mario and Meshelle did a very good job of creating a concept for students to find their voices. For example, the kids all knew the Super Soaker, but did not know it was created by an African-American. Mario created those ‘aha’ moments for a lot of the kids.”

According to Dr. Gibbs, Johns Hopkins University School of Medicine Office of Diversity and Cultural Competence is responsible for creating opportunities for attracting, promoting and retaining underrepresented minorities.

“I work with various departments,” he said. “It’s about engaging the entire institution about sensitivity and seeking to bring the community closer to the institution. There is a huge chasm between trust and researchers, so we have to create understanding. I believe the community now has a better understanding of who we are. It’s about creating an environment of inclusion by engaging the community.”

This year, organizers expected to draw twice as many attendees as last year’s inaugural program. Their expectations came to fruition as this year’s number of attendees doubled last year’s attendance.

"I thought we opened up some eyes," said Dr. Gibbs. "The premise of this event was that if children have hope they will dream, and if they have opportunities, they will explore. Many of these students need help to reach their full potential, and as an institution, we must do our part to help them reach their potential."

He added, "We are losing more kids than we are saving. I am grateful for Mario and Meshelle for inspiring children of color and making what they are doing today extremely relevant. That makes all the difference in the world!"