JH Institutions Diversity Leadership Council 2009-2010

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Lorie Benning, BSPH
Hilary Bok, KSAS
Gwendolyn Boyd, (Chair), APL
Natasha Brown, BSPH
James Calvin, Carey
Pammie Crawford, BSPH
Sheila Fitzgerald, BSPH
Bertrand Garcia-Moreno, KSAS
Marco Grados, SOM
Marian Hahn, Peabody
Janet Harding, Bayview Medical Ctr.
Sylvain Kouamou, Carey
Ronald Lambert, SAIS
Abby Lattes, WSE
Rachel Lee, JHHS
Ashley Llorens, APL
Khadijah Mitchell, SOM
Luis Monson, SOM
Beatriz Munoz, SOM
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Steven Ragsdale, SOM
Laurice Royal, JHHS
John Sampson, SOM
Delora Sanchez, Gov’t., Comm. & Public
Edward Scheinerman, WSE
Stephanie Shiau, KSAS
Tracey Stierer, SOM
Raafay Syed, KSAS
David Thomas, SoE
James West, WSE
Cheri Wilson, JHHS
Cynthia York, Sheridan Libraries

EX-OFFICIO MEMBERS

Brian Gibbs, SOM
Ray Gillian, Institutional Equity
Charlene Moore Hayes, Human Resources
Peggy Hayeslip, Institutional Equity
Caroline Laguerre-Brown, Institutional Equity
Pamela Paulk, JHHS
Dorothy Sheppard, KSAS
Stephanie Webb, JHHS
Beverly White-Seals, JHHS

Council Support: Office of Institutional Equity
Special Thanks: JHU Catering by Aramark
               Tarrence Ness, Enterprise Integration Services

Diversity Leadership Council

Sixth Annual Diversity Conference

Leadership:
TRANSFORMING DIVERSITY INTO INCLUSION

Thursday, November 5, 2009
8:00 A.M. - 2:00 P.M.
Shriver Hall Auditorium
Homewood Campus
8:00 a.m.  Check-in/Continental Breakfast  
   *Shriver Hall Lobby*

8:30 a.m.  Plenary Session  
   *Shriver Auditorium*

   **Presiding – Gwendolyn Boyd**
   *Chair, Diversity Leadership Council*

   **Welcome – Gwendolyn Boyd**

   **Introduction of Keynote Speaker – Gwendolyn Boyd**

   **Morning Keynote Speaker – Deborah Elam, VP & Chief Diversity Officer, General Electric**

9:45 a.m. – 11:15 a.m.  Workshop Session I

11:25 a.m. – 12:55 p.m.  Workshop Session II

1:00 p.m. – 2:00 p.m.  Luncheon/Glass Pavilion

   **Presiding – Gwendolyn Boyd**

   **Introduction of Luncheon Speaker – Caroline Laguerre-Brown**
   *Director, Equity Compliance & Education*

   **Luncheon Speaker – Adam Falk, Dean**
   *Zanvyl Krieger School of Arts and Sciences*

   **Closing Remarks – Gwendolyn Boyd**
Keynote Speakers

Deborah Elam is the VP & Chief Diversity Officer at General Electric (GE).

She leads efforts globally to ensure that all GE employees feel they have an opportunity to contribute and succeed. In June of 2000, Elam became Managing Director of Human Resources at GE Capital Commercial Finance and was promoted to her current role in September of 2002. In February 2006, GE’s Board of Directors appointed her an officer of the company, making her one of the highest ranking women at GE.

She is also the co-chair of the Citizenship Corporate Diversity Council.

Adam Falk became the James B. Knapp Dean of the Krieger School of Arts and Sciences on February 1, 2006.

Falk is a high-energy physicist whose research focuses on elementary particle physics and quantum field theory, particularly the interactions and decay of heavy quarks. He is a fellow of the American Physical Society and a winner of the Johns Hopkins Alumni Association Excellence in Teaching Award. Early in his career, he won prestigious national young investigator awards from both the National Science Foundation and the Energy Department.

He graduated with highest distinction from the University of North Carolina in 1987 and earned his Ph.D. from Harvard University in 1991, winning six awards for excellence in undergraduate teaching while a graduate student. He held post-doctoral appointments at the Stanford Linear Accelerator Center and the University of California, San Diego, before coming to Johns Hopkins.

Diversity Leadership Council (established 1997)

Charge to the Council

- Recommend and promote policies, programs and other initiatives that will attract and retain a diverse mix of faculty, staff and students
- Examine formal and informal structures and processes that inhibit Johns Hopkins Institutions from being more inclusive and recommend changes that foster greater inclusion
- Promote and support diversity awareness education campus-wide
- Support the personal growth and development of all individuals at the Johns Hopkins Institutions
- Establish a liaison with Baltimore community leaders to encourage greater community involvement by various divisions of the Johns Hopkins Institutions

Selected Accomplishments and Issues Addressed

- Received a two-year Hewlett Foundation Program in Pluralism and Unity grant for $85K
- Developed “Health and the City” course in collaboration with Sojourner Douglass College
- University adopted the Domestic Partner benefits policy
- Inclusion of diversity initiatives in capital campaign
- Creation of a more welcoming environment for persons with disabilities
- Recruitment of minority faculty, staff and students
- University adopted a Diversity Training policy for new Supervisors and Managers
- Encouraged Council of Deans to create divisional diversity councils
- Recommendation that diversity training be mandatory for existing supervisors and managers
- Support for African and African American Studies Program
- Conducted an Institution-wide Diversity Climate Survey (2006)
- Conducted a Student Diversity Climate Survey (2008)
- Conducted an Institution-wide Diversity Climate Survey (2009)
Workshop Session II (cont’d.)

Accessible Environments for All:
Low to High Tech Strategies and Tools
Presenters: Margaret (Peggy) Murphy and Denise Schuler
Location: Admissions Room Mason Hall, 2nd Floor

The Year in Review:
Labor & Employment Law Update 2009
Presenter: Laurice Royal
Location: Auditorium Mason Hall, 1st Floor

Transforming Data Into Action…Where Do We Begin?
Presenter: Debbie Sampson
Location: President’s Conference Room #228 Garland Hall, 2nd Floor

Not in My Neighborhood
“Stirring Disability Into the Mix of Diversity”
Presenter: Jody Wildy
Location: Conference Room #26 Garland Hall, Basement

Regulatory Compliance for Cultural Competence And Language Access Services 101: A Primer for Leaders
Presenter: Cheri Wilson
Location: Library, Room 210 Clark Hall, 2nd Floor

Workshop Session I (9:45 a.m. – 11:15 a.m.)

A New Facet in Diversity: Interprofessional Cultural Competence
Presenters: Shauna Acquavita and D. Andrew Tompkins
Location: Auditorium Mason Hall, 1st Floor

Dealing with Toxic Talk in the Workplace
Presenter: Allison Boyle
Location: Clipper Room Shriver Hall, 2nd Floor

DLC Diversity Climate Survey
Presenter: James Calvin
Location: Library, Room 210 Clark Hall, 2nd Floor

There Goes the Neighborhood!
Black Rage, White Guilt, and “One Big Chunk of Land” Claimed by All
Presenters: T. Adamaah Craig and Sheila Martel
Location: Arellano Theatre Levering Hall, Ground Floor

Overcoming Challenges to Community-Based Research: Collaborative Approaches to Reduce Health Disparities
Presenter: Brian Gibbs
Location: Conference Room #26 Garland Hall, Basement

Understanding, Assessing, & Improving the Climate for LGBT People
Presenters: Candace Gingrich-Jones and Deena Fidas
Location: Room 314 Clark Hall, 3rd Floor

OUCH! That Stereotype Hurts Communicating Respectfully in a Diverse World
Presenter: Janet Harding
Location: Salon A Charles Commons, L Level

Leading the Multigenerational Workplace
Presenter: Wanda King
Location: Sherwood Room Levering Hall, 1st Floor
**Workshop Session I (cont’d.)**

**Faculty Diversity: From Theory to Practice**  
Presenter: Caroline Laguerre-Brown  
Location: Alumni Boardroom Mason Hall, 1st Floor

**Leading a Diverse Organization Towards Greater Inclusion: Some Pathways to Success**  
Presenter: Art McCombs  
Location: Salon B Charles Commons, L Level

**Accessible Environments for All:**  
**Low to High Tech Strategies and Tools**  
Presenters: Margaret (Peggy) Murphy and Denise Schuler  
Location: Admissions Room Mason Hall, 2nd Floor

**Transforming Data Into Action...Where Do We Begin?**  
Presenter: Debbie Sampson  
Location: President’s Conference Room #228 Garland Hall, 2nd Floor

**Understanding The Arab and Muslim Communities**  
Presenter: Nawar Shora  
Location: Room 110 Clark Hall, 1st Floor

**Legal Update:**  
**The New Haven Firefighters Case and Other Developments**  
Presenter: Gerard St. Ours  
Location: Faculty Dining Room Charles Commons, L Level

**Workplace Violence and the Domestic Violence Connection**  
Presenter: David Thomas  
Location: Room 311 Clark Hall, 3rd Floor

**Supporting the Hard of Hearing Student, Patient and Employee:**  
**A Step Toward Excellence and Education**  
Presenter: Margaret Widner-Kolberg  
Location: Room 113, Conference Room 1 Garland Hall, 1st Floor

**Workshop Session I I (11:25 a.m. - 12:55 p.m.)**

**A New Facet in Diversity:**  
**Interprofessional Cultural Competence**  
Presenters: Shauna Acquavita and D. Andrew Tompkins  
Location: Room 113, Conference Room 1 Garland Hall, 1st Floor

**Dealing with Toxic Talk in the Workplace**  
Presenter: Allison Boyle  
Location: Clipper Room Shriver Hall, 2nd Floor

**There Goes the Neighborhood!**  
**Black Rage, White Guilt and “One Big Chunk of Land” Claimed by All**  
Presenters: T. Adamaah Craig and Sheila Martel  
Location: Arellano Theatre Levering Hall, Ground Floor

**Lighting the Fire:**  
**Mentoring Individuals with Disabilities**  
Presenters: Gary Goosman and Rachel Dorman  
Location: Faculty Dining Room Charles Commons, L Level

**OUCH! That Stereotype Hurts**  
**Communicating Respectfully in a Diverse World**  
Presenter: Janet Harding  
Location: Salon A Charles Commons, L Level

**Leading the Multigenerational Workplace**  
Presenter: Wanda King  
Location: Sherwood Room Levering Hall, 1st Floor

**Faculty Diversity: From Theory to Practice**  
Presenter: Caroline Laguerre-Brown  
Location: Alumni Boardroom Mason Hall, 1st Floor

**Leading a Diverse Organization Towards Greater Inclusion:**  
**Some Pathways to Success**  
Presenter: Art McCombs  
Location: Salon B Charles Commons, L Level