PROGRAM

7:30 a.m. Check-In/Continental Breakfast
Shriver Hall Lobby

9:00 a.m. Plenary Session
Shriver Auditorium

Welcome – Gwendolyn Boyd
Chair, Diversity Leadership Council

Remarks – Robert C. Lieberman
Provost and Senior Vice President for Academic Affairs

Plenary Address – Caroline Laguerre-Brown
Vice Provost for Institutional Equity

10:20 – 11:35 a.m. Workshop Session A
Hodson Hall

11:55 a.m. – 1:10 p.m. Workshop Session B
Hodson Hall

1:30 – 2:30 p.m. Keynote Luncheon
Glass Pavilion and Great Hall

Welcome – Gwendolyn Boyd
Chair, Diversity Leadership Council

Introduction – David Andrews
Dean, School of Education

Keynote Address – Pedro Noguera, Ph.D.
Peter L. Agnew Professor of Education at New York University
Executive Director, Metropolitan Center for Urban Education
Co-Director, Institute for the Study of Globalization and Education in Metropolitan Settings

DIVERSITY LEADERSHIP COUNCIL

TENTH ANNUAL DIVERSITY CONFERENCE

MONDAY, OCTOBER 14, 2013
9:00 A.M. – 2:30 P.M.
HOMewood Campus

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**Caroline Laguerre-Brown** is currently Vice Provost for Institutional Equity at Johns Hopkins University having previously served as Associate Vice Provost. She came to Johns Hopkins in 2005 as Director for Equity Compliance and Education in the Office of Institutional Equity. In that role, she is credited with increasing equity compliance and education activity, visibility and relevance across Johns Hopkins. She provided educational programs and worked collaboratively with human resources executives, deans and the Office of the General Counsel on matters concerning equal opportunity and diversity.

Prior to joining Johns Hopkins, Ms. Laguerre-Brown, an attorney with an extensive background in employment law, served as labor and employment defense counsel for the New York City Transit Authority and as assistant director of the Equal Employment Opportunity Office for the Fire Department of New York. She also served as staff counsel to the Equal Employment Advisory Council in Washington, D.C. Ms. Laguerre-Brown is a graduate of the State University of New York at Binghamton and the University of Virginia School of Law.

**Pedro Noguera** is currently the Peter L. Agnew Professor of Education at New York University. Dr. Noguera is also the Executive Director of the Metropolitan Center for Urban Education and the co-Director of the Institute for the Study of Globalization and Education in Metropolitan Settings. He is also a part-time high school teacher, the author of several groundbreaking texts, a regular guest on CNN and NPR, and a dynamic speaker who translates social theory into concise, hip language with emotional impact and intellectual rigor.

Dr. Noguera holds faculty appointments in the departments of Teaching and Learning and Humanities and Social Sciences at the Steinhardt School of Culture, Education and Development, as well as in the Department of Sociology at New York University. He has been a professor at the graduate schools of both Harvard and the University of California, Berkeley, and is the author or editor of several books, including the seminal City Schools and the American Dream: Reclaiming The Promise of Public Education and Unfinished Business: Closing the Racial Achievement Gap in Our Schools. His latest books, from 2011, are Creating the Opportunity to Learn: Moving from Research to Practice to Close the Achievement Gap and Invisible No More: Understanding the Disenfranchisement of Latino Men and Boys. Dr. Noguera has also engaged in collaborative research with large urban school districts. Recently, he helped launch A Broader, Bolder Approach to Education, a group of public policy experts in various fields (housing, education, civil rights), and from across the political spectrum, working to break a decades-long cycle of reform efforts that promised much and have achieved far too little. The group works in areas that research shows must be addressed if we are to keep our promises to all of America’s children.

**WORKSHOP SESSION A**

**A1: Sensitivity and Awareness Training for Serving Constituents who are Deaf or Hard of Hearing**
Presenter: Lisa Kornberg
Location: Hodson Hall, Room 203

**A2: Understanding Unconscious Bias**
Presenter: Kimberleigh Nash
Location: Hodson Hall, Room 210

**A3: Ensuring Racial and Ethnic Diversity in Clinical Trials**
Presenter: Erica M. Jackson
Location: Hodson Hall, Room 211

**A4: 'So, You Want to be a Leader'**
Presenters: Karen Jones and Jack Rund
Location: Hodson Hall, Room 213

**A5: Transgender Awareness**
Presenters: Sabrina Scarborough and Dariell Peay
Location: Hodson Hall, Room 216

**A6: The History of Women in Orthopaedic Surgery and their Impact on the Field**
Presenter: Emily Miller
Location: Hodson Hall, Room 301

**A7: Improving Resident Understanding of the Health Literacy of the Community through the Lay Health Educator Program**
Presenters: Panagis Galiatsatos, Carol Battye, Daniel Hale, Amber Johnson, Rebeca Rios and Kimberly Tate
Location: Hodson Hall, Room 303

**A8: The Creativity and Innovation Approach: A Tool for Diversity and Inclusion Training**
Presenters: Pedro Lozada and Amber Wagner
Location: Hodson Hall, Room 305
A9: The Disability Disclosure Dilemma  
Presenter: Marian Vessels  
Location: Hodson Hall, Room 311

A10: Diversifying Institutions through Grassroots  
Presenters: Judah Adashi and Dan Trahey  
Location: Hodson Hall, Room 313

WORKSHOP SESSION B

B1: Working with Linguistically and Culturally Diverse Deaf and Hard of Hearing Individuals: In the Workplace, Classroom and Health Care Setting  
Presenters: Amy Letteri, Rachael Plotkin and Jennifer Reesman  
Location: Hodson Hall, Room 203

B2: Thriving in a Multi-Generational Workplace  
Presenters: Paula Seabright, Kristine Collins, Danielle Fisher, and John O'Brien  
Location: Hodson Hall, Room 210

B3: Multicultural Diversity: Accommodating the Growing International Student Population  
Presenter: Patricia Palmer  
Location: Hodson Hall, Room 211

B4: Using the Interview Process to Promote Inclusion  
Presenters: Carlos Rodriguez and Dawn Butler  
Location: Hodson Hall, Room 213

B5: Navigating Linguistic and Cultural Barriers in a Multilingual and Diverse Patient Population  
Presenters: Minilla Malhotra and Carol Velandia  
Location: Hodson Hall, Room 216

B6: Separate But Equal: Prioritizing Diversity As We Do Other Parts of the Mission  
Presenters: Deidra C. Crews and Kristin Riekert  
Location: Hodson Hall, Room 301

B7: Promoting Diversity in Approaching Problems of Health Care Access: The Case of Health Leads  
Presenters: Allison Brandt and Kate Miele  
Location: Hodson Hall, Room 303

B8: Diversity Innovation Grants (DIG): Think, Collaborate, Act  
Presenters: Ashley Llorens and Anne-Elizabeth Brodsky  
Location: Hodson Hall, Room 305

B9: Not Just Your Average Accommodation  
Presenters: Kate Demers and Abigail Hurson  
Location: Hodson Hall, Room 311

B10: Integrating Ethical, Mutually Beneficial Community Engagement into the Classroom: SOURCE Service-Learning Faculty Fellows Program  
Presenters: Mindi Levin and Elizabeth Doerr  
Location: Hodson Hall, Room 313
DIVERSITY LEADERSHIP COUNCIL
2013 – 2014

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Rochelle Arnold-Simmons, TMOD
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Rebecca Barron, KSAS
Karen Bond, CTY
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Carlos Braxton, SOM
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Caroline Laguerre-Brown, OIE
Charlene Moore Hayes, JHU
Pamela Paulk, JHHS
Dorothy Sheppard, KSAS

Ex-Officio Members

Office of Institutional Equity (OIE)
Event Manager: Risha Zuckerman
Event Support: Linda Daley Atila
Council Support: Alan James

DIVERSITY LEADERSHIP COUNCIL

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
• 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
• Established Annual Diversity Recognition Awards (2003)
• Established Annual Diversity Conference (2004)
• Conducted an Institution-wide Diversity Climate Survey (2006)
• Conducted a Student Climate Survey (2008 and 2010)
• Conducted an Institution-wide Diversity Climate Survey (2009)
• Development of Diversity Innovation Grants (2012)