A1: Veterans for Hopkins

Presenter: Ed Cramer, Amanda Boone Wheeler, Anthony DiGeorgio, and James Gilman  
Location: Clark Hall, Room 110  

Abstract: This workshop will provide an introduction to the Johns Hopkins Veterans For Hopkins Group (VFHG) as an added resource/affinity group that further enhances and advances our Johns Hopkins value of Inclusion and Diversity. We will share how the VFHG was initiated, developed, approved, enjoined and implemented as well as VFHG activities to engage veterans, families of veterans, and all employees who want to support the group. This coordinated presentation and interactive discussion to engage audience participation will lead to an appreciation of the roles and contributions of veterans as well as what Hopkins does to recruit and support veterans.

Ed Cramer is the Senior Manager of Military Relations and Field Services for the Johns Hopkins US Family Health Plan. Working with the JHM Institutional Marketing Director and USFHP Marketing Manager, he establishes and maintains primary interface with military installations, military treatment facilities and organization senior commanders, and support program managers to facilitate providing USFHP information to all eligible beneficiaries. Ed’s 29-year military career included service in both the Infantry and Military Intelligence branches. He has held diverse leadership, staff and faculty positions from platoon to Army component and joint command levels, as well as defense agency and military school and college.

Amanda Boone Wheeler is an HR Manager for the Clinical Practice Association with Johns Hopkins University. Since joining JHU in 2008, she has also worked in the Department of Medicine and the Department of Surgery. When asked about why she wanted to be a part of the Veteran for Hopkins group she stated that she has always wanted to find a meaningful way to give back to military service men and women as well as veterans. Both of her grandfathers, her paternal grandmother as well as her father are retired Army. Along with a family full of veterans, she is married to an Army National Guardsmen. This past July she was able to welcome her husband home from his second year long deployment. She has always wanted to work and give back and what better opportunity than to help grow a group right here at her own institution.

Anthony DiGeorgio joined Johns Hopkins as the Supervisor of the Women’s Board Outpatient Center Coffee Bar on August 5, 2002. In that capacity, Anthony was responsible for the day to day operations of the coffee bar as well as vendor relations and negotiations for the Women’s Board Coffee Bars. In August of 2010 Anthony took on the added responsibility of Business Manager for the Women’s Board Coffee Bars and in June 2013 took on the additional responsibility of the Women’s Board Gift Shops. The son of a 24 year Air Force veteran Anthony was born in Columbus OH. and raised in Satellite Beach, FL. In October 1975 Anthony enlisted in the United States Marine Corps and served 6 years and was honorable discharged in October 1981. After his discharge from the Marine Corps Anthony attended Southwestern Collage in Chula Vista, CA.

Dr. James Gilman joined Johns Hopkins as the Executive Director, Military & Veterans Health Institute on 1 May 2013. In that capacity, Dr. Gilman seeks opportunities to apply the capabilities of both Johns Hopkins University and Johns Hopkins Medicine to solve the health and healthcare problems facing service members, veterans, and their families. Prior to joining Johns Hopkins, Dr. Gilman served on active duty in the United States Army for 35 years. He culminated his career as the Commanding General, US Army Medical Research and Materiel Command, Fort Detrick, Maryland. He retired from active duty in the grade of Major General.

A2: Becoming Visible: LGBTQA Students at Hopkins

Presenter: Demere Woolway  
Location: Levering Hall, Sherwood Room  

Abstract: In February 2014, LGBTQ Life launched a survey to learn more about the needs of lesbian, gay, bisexual, transgender, queer, and allied (LGBTQA) students at Johns Hopkins. Join us for an interactive presentation of the experiences of 278 students, representing all Hopkins divisions. In good news, we learned that 59% of all students surveyed had seen positive depictions of LGBTQ people in the classroom occasionally, often, or always. However, 53% of LGBTQ students surveyed are not out to a single faculty member. We will conclude with action steps for making campus more inclusive for the LGBTQ community.

Demere Woolway is the Director of LGBTQ Life at Johns Hopkins University. She has a PhD in Student Affairs in Higher Education from Miami University. Her M.A. and B.A. are from the University of Virginia. Demere is a co-chair for the Consortium of Higher Education LGBT Resource Professionals.
A3: Achieving Gender Equity in STEM: How Can Women Move Beyond Bias and Barriers?

**Presenter:** Karen Fleming  
**Location:** Charles Commons, Salon A

**Abstract:** Women face unconscious bias and other barriers to success in the fields of science and engineering. Documented by a landmark National Academy of Sciences study in 2007, women are broadly under-represented in STEM faculty and other leadership positions at academic institutions and professional societies. Unconscious bias is part of the problem facing women, however women can also contribute to the unintended prejudices against them by displaying certain behaviors that confront social expectations. With a view to increase awareness of these issues in order to move beyond barriers in STEM, this workshop will examine the social science literature on these issues.

Karen Fleming is a Professor and the Director of Undergraduate Studies in the T. C. Jenkins Department of Biophysics. She received her PhD in Biochemistry from Georgetown University and her BA in French from the University of Notre Dame. Dr. Fleming heads an NSF and NIH-funded research lab investigating membrane protein folding. She has a productive history of training graduate students and postdoctoral scholars, and she has an interest in mentoring young women in science so they can meet their potential.

A4: Mind the Gap: Multigenerational Communication

**Presenters:** L. Robin Newcomb, Pamela McCann, and Rebecca Reisig  
**Location:** Charles Commons, Salon B

**Abstract:** Multigenerational differences in communication occur on a daily basis across the hospital and school of medicine. In any given conversation, meeting, email or phone call one can expect to interact with 3-4 different generations. We will identify these generations, discuss basic differences in assumptions and experiences and discuss ways to overcome the barriers that prevent effective work relationships.

Robin Newcomb is a Residency Program Coordinator working with multi-generational and multi-cultural surgical residents. Her academic interests include gender and women studies and cultural diversity in the workplace.

Pam McCann is a 2nd term DLC Committee Member and staunch advocate for women and gender issues across the institution. Her work in the Emergency Department has taught the importance of a nuanced understanding of language and culture.

Rebecca Reisig is a Medical Student Coordinator in the Department of Pediatrics. Her position requires that she interact fluidly between residents and medical students. Rebecca is pursuing her masters degree in education.

A5: Unconscious Bias in Health Care

**Presenters:** Cheri Wilson and Steven Ragsdale  
**Location:** Charles Commons, Salon C

**Abstract:** This presentation and associated activities is designed to bring awareness to members of the healthcare community about the impact of conscious and unconscious bias on healthcare and how bias contributes to health care disparities. Second, the listeners will obtain a better understanding of how to recognize and mitigate bias in the diagnosis, treatment, and management of diverse patient populations. During this interactive session, participants will explore the concepts of race and unconscious bias and their implications for the healthcare delivery system through engaging in several interactive activities, viewing video clips, and discussion.

Cheri Wilson is an Assistant Scientist and Program Director in the Hopkins Center for Health Disparities Solutions at the Johns Hopkins Bloomberg School of Public Health. She educates clinical and support staff in healthcare organizations, public health, medical, and nursing, and K-12 students and community members on the issues of cultural competency, health and healthcare disparities, and health equity.

Steven Ragsdale has more than 20 years of healthcare experience with proven results in aligning strategy, enhancing clinical and business processes and implementing solution-oriented strategies. His experience is a result of managing central operations, implementing key strategies and developing quality, safety and healthcare initiatives at LifeBridge Health, the Johns Hopkins Medical Institutions, and Blue Cross and Blue Shield Association. Steven is a subject matter expert in design theory, the history of social determinants affecting healthcare delivery, and race and unconscious bias.
A6: Diversity of Faith: Work Place, Education and Heath Care Implications
Presenter: Rev. Paula Teague, Thomas Crowe, II, John Johnson, Rabbi Dr. Tsvi Schur, and Sharon Praissman
Location: Charles Commons, Barber Room

Abstract: Four panelists from different faiths will discuss the faith traditions of Islam, Judaism, Jehovah’s Witness and Buddhism. Joining the panelists will be a moderator who will provide a brief overview of how knowledge of faith traditions increases understanding in the work place, educational venues and health care. Also included in the presentation will be an overview of the broad framework for respect of faith traditions and how these frameworks become scaffolds for individual interaction.

Mr. Thomas Y. (Ty) Crowe, II, is the Director of the Department of Spiritual Care and Chaplaincy at The Johns Hopkins Hospital and the Assistant Director of the Johns Hopkins Academic Division System Clinical Pastoral Education (CPE) Program. Mr. Crowe is an ordained Teacher in the Shadhiliyya Sufi Order and is a certified ACPE Supervisor.

John W. Johnson is the Chairman of the Baltimore Hospital Liaison Committee for Jehovah’s Witnesses. He is the Senior Software Engineer, IT @ Johns Hopkins/JHMCIS. The Liaison Committee provides support for Jehovah’s Witness patients and education to health care providers.

Rabbi Dr Tsvi G Schur is the Jewish Chaplain at Johns Hopkins hospital. He received his Doctorate in Pastoral Counseling from the Hebrew Theological College/Jewish University of America. He did training in psychotherapy at the Chicago medical school. He is a certified Chaplain and member of the National Association of Jewish Chaplains. In 20012 he was honored as Chaplain of the year by the Rabbinical Council of America. He is the Author of 2 books" Illness and Crisis Coping the Jewish Way" and "Moments of Inspiration".

Sharon Praissman, MS, CRNP-APMH, has been a Kadampa Buddhist for 10 years. She has been meditating for over 15 years. She is currently a student in the Foundation Program and teaches GP and a Meditation for Parents class. She loves sharing Dharma in an approachable and practical way. Professionally, she is a nurse practitioner.

Moderator for Panel and Opening Description of Respect for Faith Traditions
Rev. Paula J. Teague, D. Min., MBA is the Director of the Department of Spiritual Care and Chaplaincy at Johns Hopkins Bayview Medical Center and the Director of the Johns Hopkins Academic Division System Clinical Pastoral Education (CPE) Program. Rev. Dr. Teague is a member of the Diversity Council at Bayview.

A7: Improving Diversity Through Effective Mentoring
Presenters: Jennifer Haythornthwaite
Location: Charles Commons, East Room

Abstract: Mentoring improves productivity and increases the likelihood of promotion in most academic environments. Effective mentoring in academia builds a relationship that fosters trust and openness and is centered on the mentee's professional needs while incorporating relevant personal needs. This workshop will focus on the art of giving productive and corrective feedback as a core skill for effective mentoring. Attendees will review basic listening skills and apply these using a framework for providing productive and corrective feedback.

Dr. Jennifer Haythornthwaite is a Professor of Psychiatry & Behavioral Sciences at Johns Hopkins University and a licensed psychologist. She has been the PI on a number of NIH grants, including a K24 award from NINDS to develop young investigators’ careers in interdisciplinary pain research. She is the Co-Director of a T32 Training Grant and has served as the primary mentor for a number of K23-funded faculty and KL2-funded post-doctoral fellows as well as providing informal mentoring to a network of post-doctoral fellows and junior and mid-career faculty. She has developed a series of mentoring skills workshops for faculty to develop their skills in mentoring junior faculty, fellows, and residents. This work formed the basis for the Master Mentor Program, which has guided more than 40 senior faculty in enhancing their mentoring skills and developing mentoring programs within their departments. She is currently a Provost Fellow working to enhance mentoring university-wide.

A8: Invisible and Diverse: The College Experience of First-Generation Students
Presenters: Linda Braun
Location: Charles Commons, Private Dining Room

Abstract: During recent years, many institutions have started to recognize first-generation students (FGS) as a higher percentage of this group seeks a college education. Those who do not have a parent with a college degree face challenges like ‘fitting in’ and, consequently, lower academic performance. But this group is also characterized by diversity, for example concerning socioeconomic background and ethnicity. This workshop focuses on challenges and experiences of FGS. The presentation...
introduces initiatives at universities that aim to address their challenges. Together, we will further discuss these programs and ways of creating an environment that aims at inclusion instead of integration.

**Linda Braun** is a Ph.D. candidate in modern European history at the Johns Hopkins University and currently writing her dissertation about ragtime and jazz in modern Germany. She is engaged in campus life as the Health Concerns Chair of the Graduate Representative Organization. As a first-generation student and a member of the Diversity Leadership Council, Linda wants to start a discussion about first-generation students at JHU and their inclusion on campus.

### A9: A Look at Latinos in Baltimore

**Presenter:** Ileana Gonzalez, Dinorah Olmos and Monica Guerrero Vazquez  
**Location:** Mason Hall, Admissions Meeting Room

**Abstract:** According to the Baltimore Hispanic Commission, while Baltimore’s overall population diminished by 4.6% between 2000-2010, the Hispanic/Latino population grew dramatically by 134.7%. These radical shifts in population have an effect on ways in which services such as healthcare and education are delivered. This presentation seeks to first educate the audience with facts about the current state of Latinos in Baltimore City and then have an open dialogue about how the Johns Hopkins community can respond to the needs of this population. The presenters seek to use this platform as an opportunity to bring an awareness and create an action plan to address the specific needs of Latinos in Baltimore City.

**Ileana Gonzalez** is an assistant professor who earned her doctorate degree from the University of Maryland. Her research interests include examining the commitment of urban school counselors to social justice issues. Prior to her doctoral work, Dr. Gonzalez was an urban school counselor in South Florida primarily serving Caribbean immigrant populations. Dr. Gonzalez is a strong believer in equity and access to a quality education for all students, and believes school counselors are the key to achieving these outcomes.

**Dinorah Olmos** has more than 15 years of professional experience in the public, private and non-profit sectors. This experience includes working at national, state and local levels with health, education, media and community leaders across the United States. Currently, she is the Assistant Director for National and International Talent Search for the Johns Hopkins University Center for Talented Youth where she identifies and recruits gifted and talented students around the world. Ms. Olmos has been instrumental in the opening of two new international sites in Mexico, where she was the site director in 2007.

### A10: The Role of Diversity in Mediation and Conflict Resolution

**Presenters:** Allison Boyle and Kathleen Kessler  
**Location:** Mason Hall, Auditorium

**Abstract:** Attempting to resolve conflict without an eye towards cultural differences can profoundly impede the likelihood of successful conflict resolution. Building on the foundations of mediation, presenters will focus on how diversity influences individuals’ approach to resolving conflict and how acknowledging those sources of conflict can help enhance conflict resolution. Whether trained in formal mediation or not, attendees will receive an introduction to cultural competency and learn how to apply that competency to help resolve informal and formal conflict.

**Rodney Bellamy** is a consultant, conflict resolution mediator, and labor arbitrator for Rod & Staff Consulting where he provides personal and professional guidance and direction in conflict resolution, diversity/global strategy awareness, relationship counseling, employee & labor relations coaching, effective communication skills, and harassment/discrimination/workplace violence investigation and intervention. He is an employee labor relations subject matter expert and has worked with the Johns Hopkins Health System, University of Maryland Medical Center in Baltimore; previously with the City of Detroit, Detroit Medical Center, and Henry Ford Health System.

**Allison Boyle** joined JHU's Office of Institutional Equity in 2007 as an Equity Compliance Specialist and is now the Director for Equity Compliance and Education and the university's Title IX Coordinator, responsible for overseeing the investigation of discrimination and harassment complaints received from JHU's faculty, staff and students; and overseeing the university's Title IX compliance activities. In addition she conducts training throughout the university on preventing harassment and discrimination in the workplace and academic environment.

**Kathleen Kessler, PHR,** is an HR Generalist in the Homewood Divisional HR Office with the Johns Hopkins University. In her current role, she provides policy and employment law interpretation, advice and guidance, and full cycle recruitment support to department administrators, managers, and staff. She also serves as the primary point of service contact for employee advocacy needs providing advisory and counseling support to eligible employees seeking assistance in resolving workplace conflicts with co-workers, managers and other university staff. In addition, Kathleen serves as chair of the third step of the Appeal Process and coordinates the university-wide JHU Workplace Mediation program.
WORKSHOP SESSION B: 11:55AM – 1:10PM

B1: Engaging Immigrant Latinos in Health Research
Presenters: Lisa DeCamp, Kathleen Page, Suzanne Grieb, and Sarah Polk
Location: Clark Hall, Room 110

Abstract: In this workshop participants will interact with researchers focused on Latino health research in the Baltimore area to gain skills and knowledge that will allow them to start or improve upon research efforts with immigrant Latinos in the Baltimore area. The workshop will include an interactive didactic portion to provide necessary background knowledge on the local Latino population and general principles for research engagement of this population and small group work for participants to receive direct feedback on current or planned research efforts.

Dr. Lisa DeCamp is co-director of the Research Core of the Johns Hopkins Center for Salud/Health and Opportunity for Latinos (Centro SOL). She leads Centro SOL research consultation services and has expertise in engagement of immigrant Latino parents in health research.

Dr. Kathleen Page is co-director of Centro SOL and has research and clinical expertise in the care of identification and treatment of immigrant Latinos with HIV. She leads Baltimore City-wide efforts and engagement of immigrant Latinos in HIV education and testing.

Dr. Suzanne Grieb is trained in anthropology and has worked collaboratively with Dr. Page on engaging immigrant Latinos in HIV prevention and treatment research. Her background in anthropology contributes to her expertise on the sociocultural context of immigrant Latinos and their interactions with health research and healthcare programs.

Dr. Sarah Polk is the co-director of Centro SOL and is the medical director for an academic general pediatric clinic serving primarily Latino children in immigrant families. Her research interests include prevention and treatment of childhood overweight and obesity among Latino children.

B2: Diversity Innovation Grants (DIG): Think, Collaborate, Act
Presenters: Ashley Llorens and Anne-Elizabeth Brodsky
Location: Levering Hall, Sherwood Room

Abstract: The DLC Diversity Innovation Grants (DIG) program provides awards of up to $2500 to support fresh, creative ideas for projects that promote a climate of diversity and inclusion within Johns Hopkins Institutions. Now in its second year, DIG is facilitating our eight current projects while building the foundation for another round of awards this year. This session will provide an overview of the DIG program, highlight selected projects, and conclude with a panel discussion among grantees. Panelists will describe the successes of their projects as well as lessons learned to share with future DIG applicants!

With degrees in electrical and computer engineering, Ashley Llorens is a senior professional staff member in the Force Projection Department at the Johns Hopkins Applied Physics Laboratory. Mr. Llorens develops novel machine learning and signal processing algorithms for real-time embedded systems and also serves as chair of the Diversity Leadership Council.

Anne-Elizabeth M. Brodsky, PhD, is a lecturer in the Expository Writing Program and teaches writing courses centered on education, democracy, race, and friendship. Formerly a senior program manager at the Center for Talented Youth, she now teaches at CTY’s summer International Educators Institute. She is a member of the Diversity Leadership Council.

B3: Transgender Awareness
Presenters: Sabrina Scarborough and Darriell Peay
Location: Charles Commons, Salon A

Abstract: The Transgender Awareness workshop is an informative discussion about the transgender community. We will learn about transgender terminology, discrimination and legislation through a workshop and discussion. The goal of this workshop is to create a more compassionate environment at Johns Hopkins.

Sabrina Scarborough works at the Johns Hopkins School of Education as a Campus Operations Manager. She has been with JHU since 1997. Sabrina is a part-time musician playing in the Baltimore area as well as a part-time student at the University of Maryland University College. Sabrina has been out as a lesbian both personally and professionally since 1993. She lives with her partner and their three sons.
Darriell Peay works at the Johns Hopkins Health Systems Patient Access Services ARS as a Sr. Patient Access Coordinator. She has been employed with JHHS since 2007 where she has been a dedicated Transgender liaison and activist. She currently studies at ITT Tech for Network Systems Administration and holds a secretarial office within Hopkins affiliated group, “The Hopkins Network.”

B4: Disability Disclosure and the Interactive Process
Presenters: Michelle Plummer and Kate Weeks
Location: Charles Commons, Salon B

Abstract: This session will review new regulations set forth by Section 503 of the Rehabilitation Act involving disclosure of disability status and the responsibilities of the employer. The primary focus will be on JHH/JHHS and discuss what is being done to collect necessary data from applicants, new hires and employees. There will be a review of what is required and how to approach the topic of voluntary disclosure. We will also review what the interactive process is, who is involved and when it is helpful. Guidance will be offered in regards to engaging in conversations with employees requesting reasonable accommodations in the workplace. The responsibilities of the employee and employer will also be reviewed, helping to create inclusion for individuals with disabilities.

Michelle Plummer is the Diversity Recruitment Specialist for the Johns Hopkins Health System. Some of her responsibilities include sourcing women and underrepresented groups, as well as building and maintaining relationships with affinity organizations. She works closely with all affiliates to develop recruiting strategies. Additionally, she works with business leaders to implement short and long term organizational diversity initiatives. She is also responsible for the recruiting budget along with tracking and maintaining records in relation to diversity hiring activity.

Kate Weeks is the ADA/Accessibility Consultant for The Johns Hopkins Health System Corporation with responsibility for client support, compliance, and training related to the Americans with Disabilities Act (ADA) and Section 504 of the Rehabilitation Act. She provides support and consults on employee, patient and visitor accommodation needs as they relate to the ADA.

B5: Unconscious Bias in Health Care
Presenters: Cheri Wilson and Steven Ragsdale
Location: Charles Commons, Salon C

Abstract: This presentation and associated activities is designed to bring awareness to members of the healthcare community about the impact of conscious and unconscious bias on healthcare and how bias contributes to health care disparities. Second, the listeners will obtain a better understanding of how to recognize and mitigate bias in the diagnosis, treatment, and management of diverse patient populations. During this interactive session, participants will explore the concepts of race and unconscious bias and their implications for the healthcare delivery system through engaging in several interactive activities, viewing video clips, and discussion.

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B6: Cultivating Effective and Reciprocal Partnerships between Hopkins and Baltimore
Presenters: Elizabeth Doerr and Mindi Levin
Location: Charles Commons, Barber Room

Abstract: JHU SOURCE (Student Outreach Resource Center), the community service and service-learning center for the JHU Schools of Medicine, Nursing and Public Health, has a strong 10-year track record of connecting Hopkins students, staff and faculty with its 100+ community partners in Baltimore. We do this through reciprocity and adhering to Community-Campus Partnership for Health’s 12 Principles of Partnership. Recently, though, SOURCE has been increasing its focus on engaging in authentic partnerships through a variety of initiatives that bring the voices of our community partners into the forefront. The presentation focuses on these initiatives and their outcomes.
Elizabeth Doerr is the Associate Director of SOURCE (Student Outreach Resource Center), the community service and service-learning center serving the Johns Hopkins University’s Schools of Medicine, Nursing and Public Health. Elizabeth is originally from Washington State and earned her MA in International Education Policy from the University of Maryland and her BA in Rhetoric/Media Studies and Spanish at Willamette University in Salem, OR.

Mindi Levin is the Founder and Director of SOURCE (Student Outreach Resource Center), the community service and service-learning center, serving the Johns Hopkins University (JHU) Schools of Medicine, Nursing, and Public Health. Additionally, Ms. Levin holds faculty appointments in JHU Bloomberg School of Public Health’s Department of Health Policy and Management and JHU School of Nursing’s Department of Community Public Health.

B7: Improving Diversity Through Effective Mentoring  
Presenters: Jennifer Haythornthwaite  
Location: Charles Commons, East Room  

Abstract: Mentoring improves productivity and increases the likelihood of promotion in most academic environments. Effective mentoring in academia builds a relationship that fosters trust and openness and is centered on the mentee's professional needs while incorporating relevant personal needs. This workshop will focus on the art of giving productive and corrective feedback as a core skill for effective mentoring. Attendees will review basic listening skills and apply these using a framework for providing productive and corrective feedback.

Dr. Jennifer Haythornthwaite is a Professor of Psychiatry & Behavioral Sciences at Johns Hopkins University and a licensed psychologist. She has been the PI on a number of NIH grants, including a K24 award from NINDB to develop young investigators’ careers in interdisciplinary pain research. She is the Co-Director of a T32 Training Grant and has served as the primary mentor for a number of K23-funded faculty and KL2-funded post-doctoral fellows as well as providing informal mentoring to a network of post-doctoral fellows and junior and mid-career faculty. She has developed a series of mentoring skills workshops for faculty to develop their skills in mentoring junior faculty, fellows, and residents. This work formed the basis for the Master Mentor Program, which has guided more than 40 senior faculty in enhancing their mentoring skills and developing mentoring programs within their departments. She is currently a Provost Fellow working to enhance mentoring university-wide.

B8: An Interactive Arts-Based Dialogue on Race and Privilege  
Presenters: Theatre Action Group  
Location: Charles Commons, Private Dining Room  

Abstract: Theatre Action Group (TAG) invites you to an interactive performance dialogue as we reflect on micro-aggressions in the workplace. This “performance workshop” is participatory with audiences engaging in receptive listening, theater making, storytelling/reflecting on their personal journey in a fun and engaging way. Scenarios could extend to classroom student interactions, to "in the community/partner" work, inter-staff relations and beyond. Join us as we explore our evolving definitions of racism and privilege, express the complexities of our fears, and enjoy the “laughter of recognition” that often co-mingles with difficult dialogues. Sure to be fun, smart and compelling.

Theatre Action Group  
Sheila Gaskins has been performing, teaching, facilitating, writing, and directing for many years. Ms. Gaskins has appeared in The Wire, The Salon, BET - Comic View, Last Comic Standing and countless appearances in radio, television, stage and film. Sheila was the recipient of Alternate Roots CAPP grant to produce, write and direct Last House Standing - A Play about the Highway to Nowhere in Baltimore City.

Natalya Brusilovsky, producer and organizer, has successfully administered programs to implement anti-discrimination policies with the Los Angeles Unified School District, University of New Hampshire, Theatre Outlet and more. Natalya worked with Fringe Benefits Alliance, Healthy Neighborhoods, Alternate ROOTS, Baltimore Community Foundation, Charm City Kitty Club and CHMCC to enhance the wellbeing of Baltimore residents.

Brian Francois, actor, director, educator, and arts administrator. He has worked with theatres such as The Shakespeare Theatre, Arena Stage, Center Stage, Baltimore Theatre Project, Playhouse on the Square, and Clowns without Borders DC. He was a faculty member at Loyola University and Goucher College including the Goucher Prison Education Partnership program.
B9: Using Library Special Collections to Engage New Audiences about Diversity

Presenters: Tamsyn Rose-Steel
Location: Mason Hall, Admissions Meeting Room

Abstract: Using my work with digitized medieval manuscripts as inspiration, in this workshop I wish to get participants exploring how special collections and digitization projects can be used to reach out to new audiences in innovative ways; to ask the questions “how is the digital era changing our notions of privilege and access, and what more can we as an educational institution do to use our collections to reach and inspire diverse audiences in new ways?”

Tamsyn Rose-Steel has a Mellon-funded Council on Library and Information Resources postdoctoral fellowship and works in the Digital Research and Curation Center of the Sheridan Libraries. She researches medieval music and literature and is passionate about finding new ways to engage people with old things.

B10: The Role of Diversity in Mediation and Conflict Resolution

Presenters: Allison Boyle and Kathleen Kessler
Location: Mason Hall, Auditorium

Abstract: Attempting to resolve conflict without an eye towards cultural differences can profoundly impede the likelihood of successful conflict resolution. Building on the foundations of mediation, presenters will focus on how diversity influences individuals’ approach to resolving conflict and how acknowledging those sources of conflict can help enhance conflict resolution. Whether trained in formal mediation or not, attendees will receive an introduction to cultural competency and learn how to apply that competency to help resolve informal and formal conflict.

Rodney Bellamy is a consultant, conflict resolution mediator, and labor arbitrator for Rod & Staff Consulting where he provides personal and professional guidance and direction in conflict resolution, diversity/global strategy awareness, relationship counseling, employee & labor relations coaching, effective communication skills, and harassment/discrimination/workplace violence investigation and intervention. He is an employee labor relations subject matter expert and has worked with the Johns Hopkins Health System, University of Maryland Medical Center in Baltimore; previously with the City of Detroit, Detroit Medical Center, and Henry Ford Health System.

Allison Boyle joined JHU’s Office of Institutional Equity in 2007 as an Equity Compliance Specialist and is now the Director for Equity Compliance and Education and the university's Title IX Coordinator, responsible for overseeing the investigation of discrimination and harassment complaints received from JHU’s faculty, staff and students; and overseeing the university's Title IX compliance activities. In addition she conducts training throughout the university on preventing harassment and discrimination in the workplace and academic environment.

Kathleen Kessler, PHR, is an HR Generalist in the Homewood Divisional HR Office with the Johns Hopkins University. In her current role, she provides policy and employment law interpretation, advice and guidance, and full cycle recruitment support to department administrators, managers, and staff. She also serves as the primary point of service contact for employee advocacy needs providing advisory and counseling support to eligible employees seeking assistance in resolving workplace conflicts with co-workers, managers and other university staff. In addition, Kathleen serves as chair of the third step of the Appeal Process and coordinates the university-wide JHU Workplace Mediation program.