

JH INSTITUTIONS DIVERSITY LEADERSHIP COUNCIL 2009-2010

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Pammie Crawford, BSPH
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Sylvain Kouamou, Carey
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Khadijah Mitchell, SOM
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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

JOHNS HOPKINS
I N S T I T U T I O N S

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
HOMWOOD CAMPUS

Keynote Speakers



Plenary Speaker
Deborah Elam

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.



Luncheon Speaker
Adam Falk

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
- Established Annual Diversity Recognition Awards (2003)
- Established Annual Diversity Conference (2004)
- Conducted an Institution-wide Diversity Climate Survey (2006)
- Conducted a Student Diversity Climate Survey (2008)
- Conducted an Institution-wide Diversity Climate Survey (2009)

W o r k s h o p S e s s i o n I I (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

W o r k s h o p S e s s i o n 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

W o r k s h o p S e s s i o n 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

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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

W o r k s h o p S e s s i o n I I (11:25 a.m. - 12:55 p.m.)

A New Facet in Diversity:

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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

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