

The Johns Hopkins University Office of the Provost and the Urban Health Institute present  
The Fifth Annual Symposium on the Social Determinants of Health

# Race, Racism, and Baltimore's Future: A Focus on Structural and Institutional Racism



**Monday, April 25, 2016**

Turner Auditorium  
720 Rutland Avenue, Baltimore, MD 21205

**PROGRAM**  
**#SDH2016**



# Join the Conversation!

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Ask questions to be answered during the Q&A sessions:

- Post them on **Facebook** or **Twitter** using **#SDH2016**
  - Email them to us at [urbanhealth@jhu.edu](mailto:urbanhealth@jhu.edu) with **#SDH2016** as the subject line
  - Write them on a note card and pass it to volunteers
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Stop by our Video Booth to share your personal story

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Stop by the interactive art table to provide reflections, feelings and actions taken in the year since Freddie Gray's Death and the ensuing Uprising in Baltimore



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# **Race, Racism, and Baltimore's Future:** A Focus on Structural and Institutional Racism

**Monday, April 25, 2016**

**Turner Auditorium**

**Johns Hopkins University East Baltimore Campus**

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## **OBJECTIVES**

1. Have a working understanding of structural racism and will be able to apply that understanding to their work and social environments
2. Be able to articulate how structural racism affects education, health, and policing and will be able to have developed an action item to reduce racism in any one of these three sectors.
3. Identify one change that can realistically be made to reduce structural racism in three areas: in our personal lives, in the institution where we work, in Baltimore City.

# Agenda

## 8:45 – 8:50 a.m. Welcome

**Robert Blum**, MD, MPH, PhD, Director, Johns Hopkins Urban Health Institute

## 8:50 – 9:00 a.m. Opening Remarks

**Robert C. Lieberman**, PhD, Provost, Johns Hopkins University

## 9:00 – 9:45 a.m. Panel 1: Overcoming Structural Racism

### Keynote Speaker:

**Diane Bell McKoy**  
President and CEO, Associated Black Charities

### Discussants:

**Gretchen Susi**, PhD, Director, *Roundtable on Community Change*, The Aspen Institute

**Maggie Potapchuk**, Founder, MP Associates

*Moderator: **Phyllis Sharps**, PhD, RN, FAAN, Associate Dean for Community Programs and Initiatives, Johns Hopkins University School of Nursing*

## 9:45 – 10:05 a.m. Facilitated Q&A

## 10:05 – 10:30 a.m. Small Group Breakout Session\*

## 10:30 – 10:45 a.m. Break

## 10:45 – 11:30 a.m. Panel 2: Racism and Health

### Keynote Speaker:

**David R. Williams**, MPH, PhD  
Professor, Harvard T.H. Chan School of Public Health

### Discussants:

**Thomas A. LaVeist**, PhD, Chair, Department of Health Policy and Management, George Washington University Milken Institute School of Public Health

**Cory Bradley**, MSW, MPH, Doctoral student, Health, Behavior and Society, Johns Hopkins Bloomberg School of Public Health

*Moderator: **Maria E. Trent**, MD, MPH, Associate Professor, Johns Hopkins University (School of Medicine, Nursing, Bloomberg School of Public Health)*

## 11:30 – 11:50 a.m. Facilitated Q&A

## 11:50 – 12:20 p.m. The Limits of Diversity – Toward a New Paradigm

**James E. Page, Jr.**, MBA, Vice President and Chief Diversity Officer, Johns Hopkins Medicine

# Agenda *(continued)*

## 12:20 – 1:30 p.m. Lunch and Small Group Breakout Session\*

*Boxed lunches and facilitated discussion groups*

## 1:30 – 2:30 p.m. Panel 3: Racism, Racial Segregation, and Education

### Keynote Speaker:

**Richard Rothstein (by videoconference)**  
Research Associate, Economic Policy Institute

### Discussants:

**David W. Andrews**, PhD, President, National University, La Jolla, CA

**Lisa N. Williams**, EdD, Director of Equity and Cultural Proficiency, Baltimore County Public Schools

**Verlando Brown**, MS, Advocate for health and education

*Moderator: **Mariale Hardiman**, EdD, Interim Dean, Johns Hopkins University School of Education*

## 2:30 – 2:40 p.m. Facilitated Q&A

## 2:40 – 3:10 p.m. Small Group Breakout Session\*

## 3:10 – 4:15 p.m. Panel 4: Racism and Policing

### Keynote Speaker:

**Sherrilyn Ifill**  
President and Director-Counsel, NAACP Legal Defense and Educational Fund, Inc.

### Discussants:

**Deborah Peterson Small**, JD, MPP, Executive Director and Founder of *Break the Chains*

**David O. Fakunle**, BA, Drug Dependence Epidemiology Training Program, Department of Mental Health, Johns Hopkins Bloomberg School of Public Health

*Moderator: **Daniel W. Webster**, ScD, MPH, Director, Johns Hopkins Center for Gun Policy and Research, Deputy Director for Research, Johns Hopkins Center for the Prevention of Youth Violence*

## 4:15 – 4:30 p.m. Facilitated Q&A

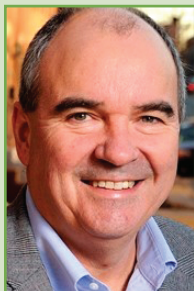
## 4:30 – 5:00 p.m. Concluding Keynote: Race, Racism and the Future of Baltimore

**Congressman Elijah Cummings**, Maryland's 7th District

## 5:00 – 6:00 p.m. Reception and Discussion Groups\*

*\* Participants will be randomly assigned to discussion groups of no more than 20 and will remain with the same group and facilitator throughout the day.*

## BIOGRAPHIES



**Dr. David W. Andrews, PhD**, is the President of National University in La Jolla, California. National University, the second largest private non-profit institution of higher education in California, serves 27,000 adult learners with nearly half of its students being underrepresented minorities. Prior to assuming the Presidency at National, Dr. Andrews was Dean of the School of Education at Johns Hopkins University. In this role, he and his colleagues secured the #1 spot in U.S. News and World Reports rankings of graduate schools of education for two consecutive years. His commitment to serving hard to reach students with high quality educational opportunities was demonstrated in his lead role in designing, building, and operating Henderson-Hopkins School, which at the time it opened was the first new school in East Baltimore in over 25 years. Dr. Andrews' has spent his career developing and evaluating programs designed to maximize children's development.

**Diane Bell-McKoy** is the President and CEO of Associated Black Charities, a public foundation focused on statewide advocacy, policy design and innovative transactional strategies as it relates to the impact of structural racism in depressing the economic and health outcomes for the African American community. She serves as a member of several boards, Downtown Partnership, Central Maryland Transportation Alliance, Humanim, Inc., co-leads the Baltimore Aspen Workgroup for Dismantling Structural Racism, and is a Trustee for the Baltimore Community Foundation. Most recently she was named for the second time as one of the region's Most Influential Persons and has entered into the Daily Record's Top 100 Women's Circle of Excellence.

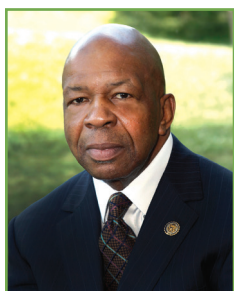


**Cory Bradley, MSW, MPH**, aspires to contribute to the world as a co-constructor of social change using the art of conversation, spiritual, and intellectual inquiry to uncover hidden opportunities that promote healing among the most vulnerable and exploited. He treasures community mobilization and power as critical mechanisms to achieve social change and the creation of dialogical space that leads to resistance of oppressions disrupting wholeness. Cory celebrates the legacy of scholarship and service acquired as an undergraduate at Morehouse College. For over 11 years, Cory served as an assistant pastor to a congregation in Charlotte, North Carolina with an emphasis on community development projects. He is currently enrolled in the doctoral program in the Bloomberg School of Public Health exploring his commitment to prioritizing structural context and community mobilization in public health strategies. Some of that work has been realized through leadership of SPARC, a student group advocating for and strategizing the inclusion of community-identified priorities at Bloomberg with attention to racism and other intersectional oppressions experienced by Baltimore communities.

**Verlando Brown, MS**, grew up in the heart of West Baltimore and went to Frederick Douglass High School. Verlando graduated from Towson University with a Bachelor's of Science in Interdisciplinary Studies, with a concentration in Psychology and became the first in his family to do so. Verlando graduated with his Masters' degree in Human Services Administration from the University of Baltimore. He has been recognized by NBC News Education Nation, the Baltimore Times and several other publications for his story and work around the support of first-generation college students. He was personally invited to the White House to meet with Michelle Obama's Reach Higher Initiative staff to share his story and to be a thought partner to the team of how they can scale the initiative to the next level. Verlando is an advocate for health and education and wants the best for Baltimore city.



**Robert Wm. Blum, MD, MPH, PhD**, is the William H. Gates, Sr. Professor and Chair of the Department of Population, Family and Reproductive Health, at the Johns Hopkins Bloomberg School of Public Health as well as the Director of the Johns Hopkins Urban Health Institute. He is a Past-President of the Society for Adolescent Medicine; has served on the American Board of Pediatrics; was a charter member of the Sub-Board of Adolescent Medicine, is a past chair of the Alan Guttmacher Institute Board of Directors, and served as chair of the National Academy of Sciences Committee on Adolescent Health and Development. In 2006, The National Academy of Sciences' Institute of Medicine elected Dr. Blum into membership. He is a consultant to The World Bank and UNICEF as well as the World Health Organization where he has served on the Technical Advisory Group of the Child and Adolescent Health Department as well as the Scientific and Technical Advisory Group of the Human Reproductive Program.



**Congressman Elijah E. Cummings** was born and raised in Baltimore, Maryland, where he still resides today. He obtained his Bachelor's Degree in Political Science from Howard University, serving as Student Government President and graduating Phi Beta Kappa, and then graduated from the University of Maryland School of Law. He has dedicated his life of service to uplifting and empowering the people he is sworn to represent. He began his career of public service in the Maryland House of Delegates, where he served for 14 years and became the first African American in Maryland history to be named Speaker Pro Tem. Since 1996, Congressman Cummings has proudly represented Maryland's 7th Congressional District in the U.S. House of Representatives. He currently serves as the Ranking Member of the Committee on Oversight and Government Reform and is also a senior member of the House Committee on Transportation and Infrastructure. Congressman Cummings serves on numerous boards and commissions. Congressman Cummings is an active member of New Psalmist Baptist Church and is married to Dr. Maya Rockey Moore Cummings.

**David Olawuyi Fakunle, BA**, is a third-year doctoral student in the Department of Mental Health at the Johns Hopkins Bloomberg School of Public Health. In 2013 David received a pre-doctoral fellowship with the Drug Dependence Epidemiology Training Program, funded by the National Institute on Drug Abuse, becoming the program's first Black male pre-doctoral fellow. At Johns Hopkins, David focuses his research on sociodemographic associations with tobacco outlet density, e-cigarette availability, and the utilization of arts and culture to promote equity and social justice. He received his B.A. in Psychology and Criminology & Criminal Justice from the University of Maryland, College Park in 2009. In addition to his academic and research endeavors, David has been a performing artist, including vocal/theater performance, African storytelling, and African drumming, for 20 years. He is the founder and primary facilitator of DiscoverME/RecoverME, an intervention program that utilizes the African oral tradition to aid in recovery from societal traumas.



**Mariale M. Hardiman, EdD** is Interim Dean of the Johns Hopkins University School of Education, Vice Dean of Academic Affairs, Professor of Education, and Co-founder of Johns Hopkins' Neuro-Education Initiative, a cross-disciplinary program that brings to educators relevant research from the learning sciences. Research includes randomized control trials investigating the effects of arts integration on long-term retention of content and student engagement. She is also investigating how knowledge of the learning sciences influences teaching practices and teacher efficacy beliefs. Before joining Johns Hopkins in 2006, Hardiman served in the Baltimore City Public Schools for more than 30 years. As the principal of Roland Park Elementary/Middle School, she led the school to its designation as a Blue Ribbon School of Excellence. With the use of the Brain-Targeted Teaching® Model that Hardiman developed, the school was recognized nationally for innovative arts programming.

**Sherrilyn Ifill** is the seventh President and Director-Counsel of the NAACP Legal Defense and Educational Fund, Inc. (LDF), the nation's premier civil rights legal organization, which was founded in 1940 by Thurgood Marshall. Ms. Ifill was a fellow at the American Civil Liberties Union and then for five years an Assistant Counsel in LDF's New York office. Ms. Ifill left LDF to join the faculty of the University of Maryland School of Law, where she continued to litigate and consult on a broad and diverse range of civil rights cases. There, she co-founded one of the first legal clinics in the nation focused on removing legal barriers to formerly incarcerated persons seeking to responsibly re-enter society. She returned to LDF in 2013 and increased the visibility and engagement of the organization in cutting edge and urgent civil rights issues including policing reform and the Detroit water crisis. At critical moments during national unrest in 2014, Ifill's voice and vision framed the issue of policing reform and urban deprivation with powerful clarity in media appearances, op-eds and speeches.



**Thomas A. LaVeist, PhD**, is a leading expert in health policy, health equity and solutions to health disparities. He recently began his tenure at the Milken Institute School of Public Health at the George Washington University as chair of the Department of Health Policy and Management. He has led seminal research on the impact of socioeconomic and racial inequities on the health of individuals and communities. His résumé features a long list of honors, including the Innovation Award from the National Institutes of Health and the Knowledge Award from the US Department of Health and Human Services, Office of Minority Health. In 2013, he was elected to membership in the prestigious National Academy of Medicine (formerly known as the Institute of Medicine) of the National Academies of Sciences. He is currently working on a book and documentary film, *The Skin You're In*, which focuses on health disparities in America. He received his bachelor's degree from the University of Maryland Eastern Shore, his doctorate in medical sociology from the University of Michigan, and a postdoctoral fellowship in public health at the Michigan School of Public Health.

**Robert Lieberman, PhD**, Provost and Senior Vice President for Academic Affairs, Johns Hopkins University is the 14th provost of The Johns Hopkins University. In this role, Dr. Lieberman is the chief academic officer and second-ranking member of the senior administration, responsible for promoting and coordinating the university's teaching and research mission. He oversees the university's nine schools as well as several interdisciplinary programs and academic centers. Provost Lieberman is a well-known scholar on issues of race and politics in America, social welfare policy and the welfare state. He authored the books *Shifting the Color Line: Race and the American Welfare State* and *Shaping Race Policy: The United States in Comparative Perspective*, and co-edited a Johns Hopkins University Press title, *Democratization in America: A Comparative-Historical Analysis*.



**James E. Page, Jr., MBA**, is as the Vice President and Chief Diversity Officer for Johns Hopkins Medicine. In this role, he is responsible for diversity-based initiatives for the medical center, the medical school and the greater hospital network. Prior to this role, James served for four years as the Assistant Vice President and Chief Diversity Officer at Cincinnati Children's Hospital Medical Center; directed nationwide diversity across DaVita, Inc.; served as Vice President of Diversity, Inclusion and Linguistics at Lancaster General Health; and spent more than 10 years with Dell Inc. as a leader in its Global Diversity, Global Ethics, Compliance and Privacy organizations. He holds a Master's degree in Business Administration from The University of Texas at Austin and earned a Bachelor of Science Degree in Computer Technology from Purdue University.

**Deborah Peterson Small, JD, MPP**, began her political education and social activism began early. Soon after graduating high school Ms. Peterson Small, went to work for a national youth voter education organization and organized the first statewide voter registration campaign on the campuses of the State University of New York. After a year as an outreach worker for a community-based organization in Buffalo, she returned to New York City with her infant son and entered the City College of New York as a student in the alternative legal education program started by the late civil rights attorney Haywood Burns. She

*continued on page 9*



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went on from there to Harvard University as a joint degree student in law and public policy. After several years as a corporate attorney working in the private sector, she became Legislative Director for the New York Civil Liberties Union, where she lobbied the state legislature on behalf of the poor, disenfranchised and incarcerated. She then founded Break the Chains: Communities of Color and the War on Drugs, a public policy research and advocacy organization committed to addressing the disproportionate impact of punitive drug policies on poor communities of color. The mission of Break the Chains is to build the movement in communities of color in support of drug policy reform with the goal of replacing our failed drug policies with alternatives based in science, compassion, public health and human rights.



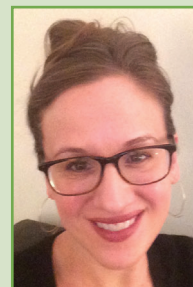
**Maggie Potapchuk** is founder of MP Associates, a national consulting practice working in partnership with organizations and communities to build capacity and facilitate change to collectively achieve racial justice. She works with CAPD and World Trust on the *Transforming White Privilege: A 21st Century Leadership Capacity*, which is a curriculum for leaders to better identify, talk about, and intervene to address white privilege and its consequences. She co-created the website, [racialeguitytools.org](http://racialeguitytools.org). Before launching MP Associates in 2004, she served as Senior Program Associate at the Joint Center for Political and Economic Studies co-developing the national Network of Alliances Bridging Race and Ethnicity (NABRE). She serves on the editorial board for the *Understanding and Dismantling Privilege Journal*, the leadership team of for Within Our Lifetime network, advisory board for Baltimore Racial Justice Action and co-chair, *Illuminating Whiteness and Colonization: Developing a Critical Literacy for Racial Justice Globally*.

**Richard Rothstein** is a research associate of the Economic Policy Institute. His recent work has documented the history of state-sponsored residential segregation, as in his report, "The Making of Ferguson." He is the author of books including ***Grading Education: Getting Accountability Right*** and *Class and Schools: Using Social, Economic and Educational Reform to Close the Black-White Achievement Gap*. His many articles, books, and reports on education policy and racial segregation can be found on his website, <http://www.epi.org/people/richard-rothstein/>. He welcomes your comments and questions. Contact Richard Rothstein at [riroth@epi.org](mailto:riroth@epi.org).



**Phyllis Sharps, PhD, RN, FAAN**, is the Elsie M. Lawler Endowed Chair, professor of Nursing and Associate Dean for Community Programs at the Johns Hopkins University School of Nursing. She is the director of three community health nurse led centers and the comprehensive school health program for the Henderson Hopkins School and the Weinberg Early Childhood Center in East Baltimore. She has published more than 80 articles on reducing violence among African American women, specifically, the physical and mental health consequences of violence against pregnant and parenting women, infants and very young children. She has been the principal investigator for 2 NIH funded grants, including Domestic Violence Enhanced Home Visitation - DOVE, a public health nurse intervention to reduce violence against pregnant women. She is Fellow of the American Academy of Nursing and a member of the International Nurse Researcher Hall of Fame, Sigma Theta Tau International Nursing Honor Society.

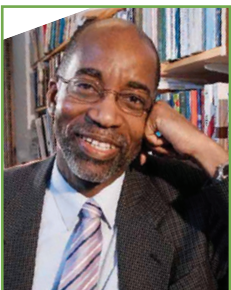
**Gretchen Susi, PhD**, is Director of The Aspen Institute Roundtable on Community Change where she has led the Roundtable's efforts to implement place-based equity-promoting strategies with partners from across the country. Her work has focused on community development policy and practice, the effects of stress on human development and well-being, social movements, resident activism in public housing, cross-sector alliances, and methods for identifying and dismantling structural racism. Gretchen has served on the adjunct faculty of the Graduate School of Architecture, Planning & Preservation at Columbia University, and volunteers for Big Brothers/Big Sisters of New York City. She holds a Ph.D. in Environmental Psychology from the Graduate Center of The City University of New York and is a fellow of the Public Science Project at the Center for Human Environments, also at the Graduate Center of The City University of New York.





**Maria Trent, MD, MPH**, is an Associate Professor of Pediatrics at the Johns Hopkins University School of Medicine with joint appointments in the Johns Hopkins Bloomberg School of Public Health and the Johns Hopkins School of Nursing in Baltimore, Maryland. She serves as the Training Director for the DC Baltimore Research Center on Child Health Disparities, Adolescent Medicine Fellowship, and the LEAH Training Program. She is a key leader in the diversity initiatives and cultural competency training for health professionals within Johns Hopkins Children's Center. As an independent scientist, she has utilized a variety of research strategies to understand and intervene on the barriers and facilitators to adolescent and young adult sexual health care delivery and patient adherence to treatment for complicated sexually transmitted infections (STIs) to reduce STI-related health disparities. She is currently the principal investigator of the TECH-N study (an NIH-funded randomized trial of a technology enhanced community health nursing intervention for young women with pelvic inflammatory disease) and the Women's BioHealth study (a longitudinal cohort study examining clinical correlates of Mycoplasma genitalium infection among pregnant and non-pregnant women).

**Daniel W. Webster, ScD, MPH**, is a Professor of Health Policy and Management at the Johns Hopkins Bloomberg School of Public Health, where he serves as Director of the Center for Gun Policy and Research, Deputy Director of Research for the Center for the Prevention of Youth Violence, and Director of the PhD program in Health and Public Policy. He has published numerous articles on the prevention of gun violence, firearm policy, youth gun acquisition and carrying, intimate partner violence, and the prevention of youth violence. Dr. Webster is currently leading studies evaluating the effects of various efforts to reduce violence, including state gun and alcohol policies, policing strategies focused on deterring gun violence, a community gun violence prevention initiative, and Maryland's Lethality Assessment Program for reducing the recurrence of intimate partner violence.



**David R. Williams, MPH, PhD**, is the Florence and Laura Norman Professor of Public Health and African and African American Studies at Harvard University. His prior academic appointments were at Yale and the University of Michigan. The author of over 385 scientific papers, his research has enhanced our understanding of the ways in which social factors affect health. He developed the Everyday Discrimination Scale – a widely used measure of discrimination in health studies. He is an elected member of the National Academy of Medicine and the American Academy of Arts and Sciences. He has been ranked as the Most Cited Black Scholar in the Social Sciences and as one of the World's Most Influential Scientific Minds. He was also a key scientific advisor to the award-winning PBS film series, *Unnatural Causes: Is inequality Making Us Sick?* He holds an MPH from Loma Linda University and a PhD in Sociology from the University of Michigan.

**Lisa Williams, EdD** is Director of Equity and Cultural Proficiency for the Baltimore County Public School System. Dr. Williams has held the position of teacher, mentor, university professor, and Title I director over her career in education. She has bachelors' degrees in biology and psychology, a master's in psychology, and a doctorate in Urban Educational Leadership with an emphasis in social policy. She has presented at the local, state, and national level on topic related to improving outcomes for marginalized student populations. Dr. Williams recently developed two graduate certificate programs in equity and culturally proficient leadership in concert with McDaniel College and Notre Dame University. Her first book, *When Treating all the Kids the Same is the Real Problem: Educational Leadership and the 21st Century Dilemma of Difference* (co-authored with Dr. Kendra Johnson, Esq.) was released by Corwin Press in November 2014



## My Commitment to Racial Equity Action Log

### Instructions:

For each item, choose three actions you commit to taking. Choose one item to work on first that you will do within 48 hours after the end of the symposium. Continue to grow your list and choose specific actions. For each item, choose a time frame, an action, and what step is required for the action to be complete.

### Personal / Individual Life

Three (3) actions I would like to take in my personal life to contribute to a more racial equitable world are:

- 1.
- 2.
- 3.

By \_\_\_\_\_ I commit to \_\_\_\_\_  
\_\_\_\_\_ in my personal life to create a more racially equitable world by \_\_\_\_\_  
\_\_\_\_\_. I need \_\_\_\_\_ as a  
partner to help accomplish this goal.

### Work or Organizational Life

Three (3) actions I would like to take back to my institution or organization to contribute to a more racial equitable world are:

- 1.
- 2.
- 3.

By \_\_\_\_\_ I commit to \_\_\_\_\_  
\_\_\_\_\_ in my work or community life to create a more racially equitable world by  
\_\_\_\_\_. I need \_\_\_\_\_ as a partner  
to help accomplish this goal.

### **Baltimore Community Citizen Life**

Three (3) actions I would like to take to help make Baltimore a more racial equitable world are:

- 1.
- 2.
- 3.

By \_\_\_\_\_ I commit to \_\_\_\_\_  
\_\_\_\_\_ to help make Baltimore a more racially equitable world by \_\_\_\_\_  
\_\_\_\_\_. I need \_\_\_\_\_ as a partner to help  
accomplish this goal.

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As you honor your commitments, please use **#SDH2016** on the  
Urban Health Institute Facebook page ([www.fb.com/UrbanHealthInstitute](http://www.fb.com/UrbanHealthInstitute))  
to share and connect to create a more equitable Baltimore.

Notes

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# Join the Conversation!

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- Email them to us at **[urbanhealth@jhu.edu](mailto:urbanhealth@jhu.edu)** with **#SDH2016** as the subject line
- Write them on a note card and pass it to volunteers

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Stop by our Video Booth to share your personal story

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Stop by the interactive art table to provide reflections, feelings and actions taken in the year since Freddie Gray's Death and the ensuing Uprising in Baltimore

## Who we are

Established in 2000, the UHI serves as an interface between Johns Hopkins University and the Baltimore community in which it resides. Together with its university and community partners, the UHI explores ways that the research, teaching, and clinical expertise of the University can be better harnessed for the benefit of the residents of Baltimore.

## Our Mission

To serve as a catalyst that brings together the resources of Johns Hopkins Institutions with the City of Baltimore, and especially East Baltimore, to improve the community's health and well-being, and in so doing serve as a model of community-university collaboration regionally and nationally.



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