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April 2020 Monthly Newsletter



COMMUNITY, TRUST AND FRIENDSHIP



POSITIONS OF POWER



SENSE OF BELONGING, VALUE AND RESPECT



ACCOUNTABILITY



House Staff Diversity Council

Thank you for your selflessness, sacrifice and commitment to helping fight the COVID-19 pandemic.
We will get through this!

Our Mission

Promote both **diversity** and **inclusion** within Johns Hopkins Medicine by championing various initiatives that foster the following goals at various levels of the institution.

- Social Camaraderie
- Community Engagement
- Inclusive Culture Climate
- Mentorship & Sponsorship
- Scholastic Achievements



Upcoming Events

Moral Resilience Rounds

Please join moral resilience rounds happening weekly on Tuesdays from 12:00pm to 1:00pm. Meetings will be held via Zoom (meeting ID 517 751 973, Password 961178) and will offer health care providers a space to discuss the ethical challenges associated with Covid-19 as well as a space for support and solidarity. All house staff and fellows are welcome and encouraged to attend if able.

Moral Resilience Rounds



Moral Resilience Rounds **Tuesdays Noon-1:00 pm**

Join [via ZOOM](#)

Meeting ID: 517 751 973; Password: 961178

COVID-19 is transforming our paradigm of clinical care. The challenges and burdens healthcare providers face in these conditions are immense. Moral Resilience Rounds is a weekly on-line meeting for healthcare providers in the Hopkins community to reflect on this new paradigm and the moral dilemmas it creates.

The meeting offers a space:

- To discuss these new ethical challenges and burdens and share new ideas, practices, and possible solutions to build moral resilience.
- To offer support and solidarity among the members of the health care team.
- To think creatively about the nature of ethical care in this new clinical reality, and uphold the shared values within the Hopkins community.

The meeting is facilitated by [Cynda Rushton](#), [Mark Hughes](#), and [Hanna Pickard](#), Faculty at the [Berman Institute of Bioethics](#) and members of the Johns Hopkins Hospital Ethics Committee.

**Moral Resilience Rounds occurs every
Tuesday from Noon to 1:00 pm**

Join from PC, Mac, Linux, iOS or Android:

[https://jhson.zoom.us/j/517751973?](https://jhson.zoom.us/j/517751973?pwd=blNal1ozWG1oUEtrRHdjbHVGVWlHbUJ0aD09)

[pwd=blNal1ozWG1oUEtrRHdjbHVGVWlHbUJ0aD09](https://jhson.zoom.us/j/517751973?pwd=blNal1ozWG1oUEtrRHdjbHVGVWlHbUJ0aD09)

Meeting ID: 517 751 973; Password: 961178

We will begin with giving everyone a chance to reflect and collect their thoughts before a group discussion. Feel free to bring your lunch and stay for as long as you are able.

Cosponsored by

The Johns Hopkins Hospital Ethics Committee
The Johns Hopkins Berman Institute of Bioethics

FACILITATORS:

**Cynda Rushton, PhD,
RN, FAAN**

Anne and George L. Bunting
Professor of Clinical Ethics;
Johns Hopkins Berman Institute of
Bioethics; Johns Hopkins School
of Nursing, Professor of Nursing
and Pediatrics; JHH Ethics
Committee Co-Chair

Hanna Pickard, DPhil

Bloomberg Distinguished
Professor of Philosophy and
Bioethics, Johns Hopkins Berman
Institute of Bioethics; William H.
Miller III Department of
Philosophy, Johns Hopkins
Krieger School of Arts & Sciences

Mark Hughes, MD, MA

Assistant Professor, Department
of Medicine, Johns
Hopkins School of Medicine, Core
Faculty, Johns Hopkins Berman
Institute of Bioethics, JHH Ethics
Committee Co-Chair

Daily Mindfulness Sessions with Dr. Neda Gould

Dr. Neda Gould, faculty member in the Department of Psychiatry and Behavioral Sciences and Director of the Mindfulness Program, will be leading daily meditations at 8 AM, 12 PM and 5 PM open to the entire Johns Hopkins Community for free. Sessions will be 30 min in length and will include a variety of mindfulness meditation practices in a virtual format.

Daily at 8 AM, 12 PM, and 5 PM

Open the following Zoom link at the scheduled times to join: <https://jhjhm.zoom.us/j/747490420>

Meeting ID: 747 490 420

Community Service

Warehouse PPE Production

Help make face masks for hospital workers. If interested sign up at this link: <https://www.signupgenius.com/go/60boc4cafaa2caofa7-covid19>


Maryland Food Bank

The Maryland Food Bank has issued an [urgent call for volunteers between the ages of 13 and 60 to set up boxes](#) containing 30 pounds of food for distribution to pantries and community organizations across the state for the remainder of the public health crisis. (410) 737-8282.

<https://mdfoodbank.fenly.org/drive/backup-box/>

Creating an Inclusive Culture

Happy Deaf History Month! Check out this document regarding the recognition of



Office of Diversity and Inclusion

Did you know that Deaf History Month is commemorated from March 13th-April 15th?


Deaf History Month recognizes three major events for the Deaf community:

- April 15, 1817, which established the American School for the Deaf in Hartford, Connecticut, the first permanent school for persons who are deaf in the United States."
- April 8, 1864, when President Abraham Lincoln signed the charter for Gallaudet University in Washington, DC, the only university in the world designed to accommodate students who are deaf and hard of hearing.
- March 13, 1988, the Deaf President Now protest for Gallaudet University to be led by a president who is deaf.

(Source: National Association of the Deaf, "Celebrate Deaf History Month: March 13-April 15, 2012," <https://www.nad.org/2012/03/16/celebrate-deaf-history-month-march-13-april-15-2012/54/>)

Learn more from the following links:

- Gallaudet University, "Deaf Historical Resources" - <https://www.gallaudet.edu/museum/deaf-historical-resources>
- U.S. Census Bureau, "Deaf History Month" - <https://www.census.gov/library/audio/profile-america/profileodd/profile-odd-15.html>
- Cyracom Language Services Blog, "Exploring the History of Deaf History Month" - <http://blog.cyracom.com/exploring-the-history-of-deaf-history-month>
- Insight into Diversity, "National Deaf History Month" - <https://www.insightintodiversity.com/national-deaf-history-month/>



Supportive Resources for JHM Faculty and Staff

For a list of supportive resources provided to JHM faculty and staff please visit https://intranet.insidehopkinsmedicine.org/human_resources/_docs/ID-19_documents/supportive-services-flyer.pdf

Supporting the Health and Well-Being of JHM Faculty and Staff

We recognize that there are many reasons that COVID-19 may cause stress. We would like to highlight the existing JHM resources available to you. As the Coronavirus situation unfolds, the JHM Office of Well-being will serve as a coordinating center to communicate individual and team support.

mySupport—Provides several types of assistance to The Johns Hopkins University and Johns Hopkins Medicine faculty and staff, including emotional support to help you manage stress at work or at home, emotional distress, or a difficult life transition; daily life assistance, such as referrals for child care or elder care; and referrals for legal and financial assistance. This free benefit is confidential and available to you and your household family members 24/7.

Johns Hopkins University	443-997-7000, Option #2 Online
The Johns Hopkins Hospital, Johns Hopkins Health System Corporation, Johns Hopkins Bayview Medical Center, Johns Hopkins Community Physicians, Johns Hopkins Healthcare, Johns Hopkins Home and Community-Based Services.	443-997-7000, Option #2 Online
Johns Hopkins All Children's Hospital, Howard County General Hospital, Sibley Memorial Hospital and Suburban Hospital	888-482-2733

RISE—The Resilience in Stressful Events team provides confidential peer-to-peer support for health system employees who have experienced a stressful, patient-related incident. The RISE team is available 24/7.

The Johns Hopkins Hospital, Johns Hopkins Bayview Medical Center, Sibley Memorial Hospital, Suburban Hospital	Pager: 410-283-3953 CORUS: JHH Pt Safety
Johns Hopkins All Children's Hospital	727-767-RISE (7473)
Howard County General Hospital	Pager: 410-232-5423 CORUS: HCGH-RISE TEAM HCGH (C2257)

PHOTO: JHM

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Guide on how to talk about difficult topics related to COVID-19

Check out [this COVID Ready Communication Playbook by Vital Talks](#) for practical advice on how to talk about some difficult topics related to COVID-19.

COVID Ready Communication Playbook

What's Inside ☰

Who?

To health care professionals everywhere: these are unprecedented times. There's no roadmap. We're facing conversations that we never expected—or wanted—to have.

Why did we create this guide?

VitalTalk is based in Seattle and here, it's real. We've had patients die, and not all were elderly. Our colleagues are sick too. All over the country, we are all getting calls and concerns about how to handle the possible surge. We're realizing that our professional duty might pose a risk to the people at home that we love. Worse, what we're seeing now might be the trickle that becomes a tsunami. Like what's happening in [Italy](#). Hard to ignore. Not something you can leave at work.

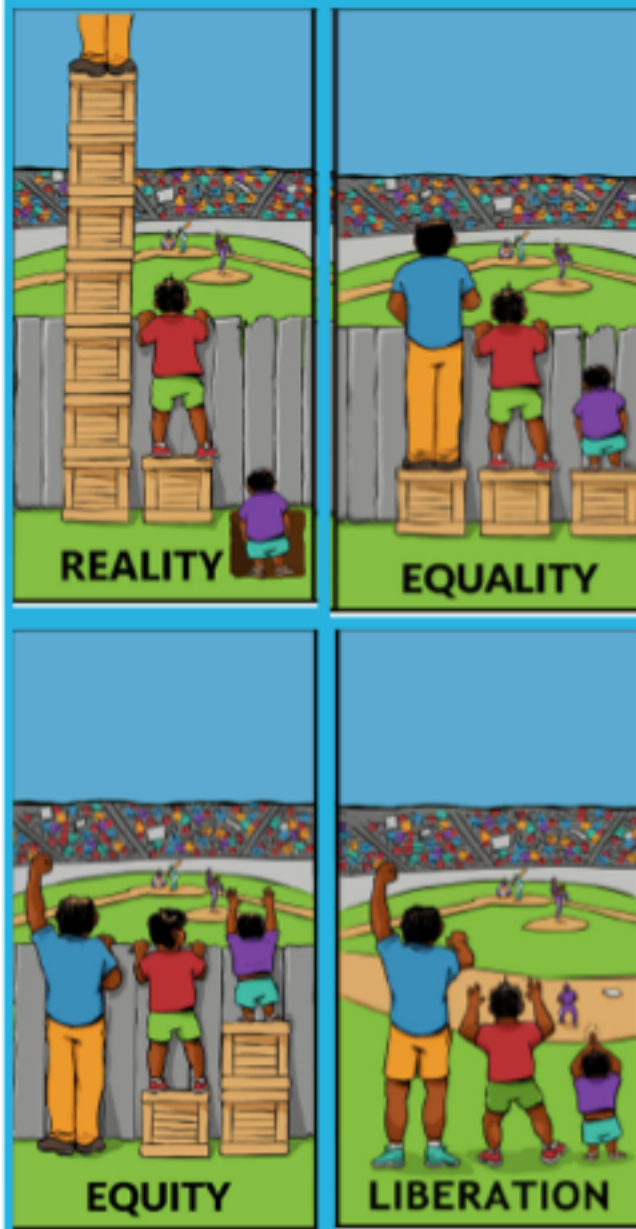
But there is another side to this too. Our colleagues are pitching in. People are stepping up to support each other in unexpected, beautiful ways. Together we can be bigger. And we can make it through this with our empathy, compassion, and sense of service intact.

Scholastic Achievements

Stay tuned for an upcoming survey aimed at understanding House Staff perceptions of diversity and inclusion at Johns Hopkins. If you are interested in being involved in our research efforts please contact us at: hscdiversitycouncil@jhmi.edu

Interested in championing diversity and inclusion efforts at Johns Hopkins?
[PLEASE SIGN UP TO BE A HOUSE STAFF DIVERSITY COUNCIL COMMITTEE MEMBER!](#)

The link for descriptions and sign-up can be found [here](#). Simply add your name to the "committee leader/members" list next to the committee you are interested in. We look forward to working with you!



UPCOMING CONFERENCES

SNMA 2020 Annual Medical Education Conference

April 8-12, 2020

SNMA is currently considering alternatives for the conference including a virtual conference. Details will follow.

MEETING REMINDERS

House Staff Council MTG

Virtual Meetings to be announced via email

CONTACT US

hscdiversitycouncil@jhmi.edu

The Diversity Council would like to highlight URM's at work! If you have any photos of yourself or colleagues caring for patients, in the OR, in conference, being scholarly, etc, PLEASE SEND TO

at hscdiversitycouncil@jhmi.edu. Our goal is to create a JH GME Display to highlight our activities at regional / national conferences / events. Please DO NOT send pictures of patient that reveal identifiable information / not obtained with consent.

[House Staff Diversity Council Website](#)

[JH SOM Wellness Website](#)



[Resources for Reporting Mistreatment](#)



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Contact Us:

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