



Office for Health, Equity, Inclusion, and Diversity
at Kennedy Krieger Institute presents:

Room to Grow: Journey to Cultural & Linguistic Competency Virtual Conference

Theme: "Building a Diverse and Culturally and
Linguistically Congruent Workforce"

September 20, 2022, 8:30 a.m.–4 p.m. EDT

MORNING SESSIONS

8:30–8:50 a.m.	Welcome
9–9:50 a.m.	Joni Holifield
9:50–10 a.m.	Break/Questions and Answers
10–10:50 a.m.	Marie Plaisime, PhD, MPH
10:50–11 a.m.	Break/Questions and Answers
11–11:50 a.m.	Laura Roberts, PhD, MA
11:50 a.m.–12 p.m.	Break/Questions and Answers
12–1 p.m.	Lunch

AFTERNOON SESSION

1–4 p.m.	Maria "Mercedes" Avila, PhD, MEd, MPH, MSW
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ADMISSION AND REGISTRATION

Students, residents and community members: Free of charge

Kennedy Krieger faculty members, researchers, clinicians and staff members: \$175

Registration link: [Room to Grow: Journey to Cultural and Linguistic Competency](#)

Registration closes Monday, September 12, at 5 p.m.



Kennedy Krieger Institute

FEATURED SPEAKERS



Joni Holifield founded the grassroots organization lovingly known as HeartSmiles in 2015 after the riots following Freddie Gray's death in police custody left many of Baltimore's youth feeling powerless and hopeless. In partnership with

the Johns Hopkins Bloomberg School of Public Health and Bloomberg Philanthropies, HeartSmiles operates a city-wide program teaching youth the fundamentals of leadership, entrepreneurship and the importance of giving back. She has become a trusted voice in all things youth, including engagement, development and relationship building. She's facilitated dozens of professional learning sessions for organizations, including the Family League of Baltimore, Baltimore City Public Schools and the University of Maryland School of Social Work. She is a native of West Baltimore.

Title: "From Bleeding to Building"

About the presentation: This session will focus on developing youth services and employment readiness for Baltimore City youth. Ms. Holifield will discuss her career path and the founding and mission of the HeartSmiles nonprofit program for Baltimore City youth. She will describe the prevention and mentoring services integrated into the HeartSmiles program, activities and services in partnership with Baltimore City's schools, community and businesses. Ms. Holifield will also describe how professionals may become involved in youth success and development efforts.

Learning objectives:

1. Analyze environmental factors that stress and depress youth.
2. Describe how to create safe spaces for underprivileged youth to find purpose.
3. List strategies to help youth find their voice and use their power.



Marie V. Plaisime, PhD, MPH, is a joint National Science Foundation and FXB Center for Health & Human Rights postdoctoral fellow at Harvard University. As a medical sociologist, she primarily investigates the mechanisms

through which health is racialized by examining racial bias in medical training, race-based medicine, algorithmic bias and health policy. Her ongoing studies include assessing medical providers' understanding of structural competency pedagogy and structural racism in medical education; exploring how race, as a social and power construct, is used in diagnostic tools and algorithms; and investigating how social media and social justice movements influence trust in healthcare systems.

Title: "Hidden Truths: Addressing the Harms of Racial Bias and Race-Based Medicine"

About the presentation: This session will discuss the intersection between racial bias and health disparities. Dr. Plaisime will present her study findings from medical student surveys and interviews related to training on racial bias and race-based medicine. The presentation will include the next steps to improve medical education pertaining to anti-bias training and eliminating race-based medicine.

Learning objectives:

1. Describe the intersection of historical segregation, racial bias and racial health disparities.
2. Discuss perceptions of medical training in racial bias and race-based medicine.
3. Identify the social implications of racial bias and race-based medicine in various medical specialties.

FEATURED SPEAKERS



Laura Morgan Roberts, PhD, MA, is a professor of business administration at the University of Virginia's Darden School of Business. Dr. Roberts' research and consulting focus on the science of maximizing human potential in diverse organizations and communities. She has

published over 50 research articles, teaching cases and practitioner-oriented tools for strategically activating one's best self through strengths-based development. She has also edited three books: "Race, Work, and Leadership"; "Positive Organizing in a Global Society"; and "Exploring Positive Identities and Organizations." Her influential publications on diversity, authenticity and leadership development have been featured in Harvard Business Review and other global media outlets.

Title: "Toward a Racially Just Workplace"

About the presentation: What can we learn from experiences of race, work and leadership, and how can we apply these insights toward growing and retaining a diverse, inclusive and culturally responsive workforce? How does inattention to race, work and leadership undermine organizational performance and community vitality? Drawing from a compilation of research studies, the presentation will highlight key challenges in gaining access, authenticity, advancement, authority and accountability. Dr. Roberts will then propose three critical steps for attracting, developing and retaining a diverse, inclusive, equitable and just workforce: Acknowledge, Affirm and Act.

Learning objectives:

1. Recognize why and how race matters at work and the difficulty that organizations and their members face in addressing racial injustice, including the subtle but persistent instances of inequity.
2. Apply three steps (Acknowledge, Affirm, Act) to create a greater organization-wide understanding and awareness of racial inequalities and why they matter at work, and a more profound commitment to lead change.
3. Create a forum in which employees and stakeholders of color will feel heard and seen by amplifying their experiences in workplaces and communities.
4. Engage and support colleagues and stakeholders as an ally and hold oneself accountable as a member of the organization and community.



Maria 'Mercedes' Avila, PhD, MEd, MPH, MSW, is a health equity scholar specializing in social determinants of health, social medicine and National CLAS (Culturally and Linguistically Appropriate Services) Standards.

She has been involved in 20-plus grants (with the Health Resources and Services Administration [HRSA], the Patient-Centered Outcomes Research Institute, the Substance Abuse and Mental Health Services Administration, the National Institutes of Health, the Administration for Community Living, and the Office of Minority Health) related to health equity, mental health promotion, substance abuse prevention, children with special health needs, workforce diversity and development, and maternal and child health leadership training for health professionals. Academically, Dr. Avila is a professor of pediatrics and the principal investigator and program director of two HRSA grants: the Vermont Leadership Education in Neurodevelopmental Disabilities (VT LEND) Program (an interdisciplinary training program) and the Vermont Trauma, Resiliency, and Equity Education (VT-TREE) initiative for diversifying the interprofessional behavioral health workforce. Both programs are at the University of Vermont's Larner College of Medicine.

Title: "Health Equity: From Theory to Practice"

About the presentation: This will be an interactive session with small group breakouts to build cultural and linguistic communication skills and develop strategies to increase health equity.

Learning objectives:

1. Describe the implications of demographic trends on health disparities.
2. Identify links between racial and health inequities and health disparities.
3. Describe how cultural beliefs shape clinical encounters and patients' health outcomes.
4. Incorporate structural competence and cultural humility into service provision.

No conflicts of interest have been identified.

If accommodation or assistance for individuals with disabilities is needed, please indicate those needs on the registration form by **Friday, September 9**. American Sign Language interpreters will be available for the morning sessions and lunch-and-learn session for students, residents and trainees.

Conference sponsor: Office for Health, Equity, Inclusion, and Diversity at Kennedy Krieger Institute

In partnership with: The Johns Hopkins University Office of the Provost, the Maryland Center for Developmental Disabilities, the Leadership Education in Neurodevelopmental and Related Disabilities (LEND) Program, and Human Resources at Kennedy Krieger Institute

Audience: Licensed psychologists, mental health professionals, physicians, nurses, other clinicians, administrators, graduate students and trainees, community members, and other interested professionals

Level: Intermediate

Cost: Free for students, graduate trainees, residents and community members; \$175 for clinical professionals, administration professionals and staff members

Closed captioning and American Sign Language (ASL) interpreters will be available during the conference.



Kennedy Krieger Institute is approved by the American Psychological Association to sponsor continuing education for psychologists. Kennedy Krieger Institute maintains responsibility for this program and its content.

Psychologists will be granted up to six CE credits for attending this seminar in full. No conflicts of interest have been identified.

To register in advance for this conference, visit:
[Room to Grow: Journey to Cultural and Linguistic Competency Virtual Conference](#)

After registering, you will receive a confirmation email about joining the conference.

If accommodation or assistance for individuals with disabilities is needed, or for additional information, please email Keith Hudson at [**HudsonKe@KennedyKrieger.org**](mailto:HudsonKe@KennedyKrieger.org) with your request.

Continuing education credits for individuals working in the fields of medicine, nursing, psychology and social work are available.

APA

Kennedy Krieger Institute is approved by the American Psychological Association to sponsor continuing education for psychologists. Kennedy Krieger Institute maintains responsibility for this program and its content. Psychologists will be granted up to 6 CE credits for attending this seminar in full. No conflicts of interest have been identified.

AMA Accreditation Statement

This activity has been planned and implemented in accordance with the accreditation requirements and policies of the Accreditation Council for Continuing Medical

Education (ACCME) through the joint providership of the American Neurological Association and Kennedy Krieger Institute. The American Neurological Association is accredited by the ACCME to provide continuing medical education for physicians.

Board of Social Work Examiners in Maryland Continuing Education Statement

The Kennedy Krieger Institute Department of Social Work is authorized by the Board of Social Work Examiners in Maryland to sponsor social work continuing education learning activities and maintains full responsibility for this program. This conference is live, interactive and in real time and qualifies for Cat. I Continuing Education Units.

AMA Credit Designation Statement

The American Neurological Association designates this live activity for a maximum of 6.0 AMA PRA Category 1 Credits™. Physicians should claim only the credit commensurate with the extent of their participation in the activity.

Financial Disclosure Statement

The planners and faculty for this activity have no relevant relationships to disclose.

