

**DIVERSITY
ADVISORY
COUNCIL**

THE UNIVERSITY OF MARYLAND, BALTIMORE COMMEMORATES

Rev. Dr. Martin Luther King Jr. & Black History Month 2022



KEYNOTE SPEAKER

**LAWRENCE T. BROWN,
PhD, MPA**

Educator, equity scientist, and author,
“The Black Butterfly: The Harmful Politics
of Race and Space in America”

TUESDAY, FEB. 8, 2022
NOON TO 1 P.M. | VIRTUAL EVENT



**UNIVERSITY
of MARYLAND
BALTIMORE**

PROGRAM

Famous Quotes from Civil Rights Leaders

Video featuring landmark quotes from some of our famous civil rights leaders

Welcoming Remarks

Bruce E. Jarrell, MD, FACS

President, UMB

“Lift Every Voice and Sing”

Song by the Morgan State University Choir, led by director Eric Conway

Keynote Address

Lawrence T. Brown, PhD, MPA

Educator, Equity Scientist, and Author

“The Work of Dr. King and Reimagining Baltimore”

Featuring a video appearance by UMB CURE Scholar Shakeer Franklin

Rev. Dr. Martin Luther King Jr. Diversity Recognition Award Presentations

Outstanding UMB Faculty

Ann Marie Felauer, DNP, CPNP-AC/PC

School of Nursing

Outstanding UMB Staff

The Patients Program

School of Pharmacy

Outstanding UMB Student

Sean M. Kim

School of Pharmacy

Rev. Dr. Martin Luther King Jr. Essay Contest Awardees

1st place — Morgan Grayson, James McHenry Elementary/Middle School

2nd place — Cecilla Soko, James McHenry Elementary/Middle School

3rd place — Adrian Rice, James McHenry Elementary/Middle School

“How to Help Our Community”

Video of 1st-place winner Morgan Grayson reciting her essay

Greetings from Diane Forbes-Berthoud, PhD, MA

UMB Chief Equity, Diversity, and Inclusion Officer and Vice President

“Service to the UMB Community”

Video featuring the outreach of UMB staff, students, and faculty to the local community

Closing Remarks

UMB President Bruce Jarrell

LAWRENCE T. BROWN, PhD, MPA

Educator, Equity Scientist, and Author



It was 2015 when Lawrence Brown had an idea that would metamorphose into a book and public health initiatives examining the harmful policies and practices that led to Baltimore's segregation.

Brown, who works for the Center for Urban Health Equity at Morgan State University, was examining a map of Baltimore's racial geography when he drew circles around parts of the city.

"I looked at the pattern of green dots, which represented African Americans, and that pattern in East Baltimore and West Baltimore looked like the wings of the butterfly," said Brown, who also noticed the middle was an "L" shape of white

neighborhoods. "It seemed very apparent to me that this was a pattern I could refer to if I want to talk about how Baltimore is very segregated."

Brown published his first book, "The Black Butterfly: The Harmful Politics of Race and Space in America," in 2021. It examines Baltimore's history of segregation; the policies, practices, and systems that caused it; and its impact on the health and well-being of the city's Black residents.

Brown says he wants readers to gain an understanding of his steps for a racial equity process, which include a deep historical understanding of the trauma inflicted; making decision-making participatory; and making corrective budget allocations to heal the damage of the historical trauma.

"Equity should not be this fuzzy-wuzzy, feel-good concept," Brown said. "Diversity, equity, and inclusion shouldn't be a check-the-box exercise. It involves real work."

For his keynote speech during UMB's 2022 Rev. Dr. Martin Luther King Jr. and Black History Month Celebration, Brown intends to talk about King's principles and how they can be used to address inequalities and inequity in Baltimore, particularly in regard to fair housing.

At Morgan State, Brown is working on the Black Butterfly Rising Initiative, which includes developing a history exhibit about Baltimore and creating a website called the Black Butterfly Data and Impact Hub, where users could look at statistics such as bank lending, rent and mortgage burden, and crime.

Another component is ensuring that Black neighborhoods matter and thrive with urban planning and architecture, community gardens, urban farms, and community health workers.

"It's saying, 'Here are policies, practices, systems, and budgets that you can employ; approaches you can take to improve Black neighborhoods, Black spaces, Black communities,'" Brown said. "That's the overall vision of what the Black Butterfly Rising Initiative is all about."

MLK DIVERSITY RECOGNITION AWARDS

The Rev. Dr. Martin Luther King Jr. Diversity Recognition Awards are presented by the University of Maryland, Baltimore (UMB) to honor individual and/or group achievements in the areas of diversity and inclusiveness.

Each year, UMB schools and administrative units are asked to nominate to the Diversity Advisory Council (DAC) individuals or groups that have played a leadership role or been an integral part of diversity efforts at the University. The recipients serve as models of the ideals epitomized by the life and work of Dr. King.

Established in 2010, DAC advises UMB President Bruce E. Jarrell, MD, FACS, on issues of diversity, equity, and inclusion. The council promotes the University's efforts to build an inclusive and equitable workplace and recommends strategies for enhancing institutional diversity.

To read more about the Diversity Recognition Award winners and learn more about DAC, visit umaryland.edu/diversity.



OUTSTANDING UMB FACULTY AWARD **ANN MARIE FELAUER, DNP, CPNP-AC/PC**

When the University of Maryland, Baltimore (UMB) put out a call for science, technology, engineering, and math mentors for middle school students in 2016, Ann Marie Felauer leaped at the opportunity to work with children in a different way than she does in hospital settings as a certified pediatric nurse practitioner.

“I thought, ‘Yes, I can do this,’” said the assistant professor in the University of Maryland School of Nursing’s Department of Family and Community Health. “I love science, my nursing career, and caring for patients and families, and I embraced the opportunity to help others become invested and interested in health care.”

Since then, Felauer has volunteered two or three days a week with the UMB CURE Scholars Program, a National Institutes of Health-sponsored initiative aimed at reducing racial disparities in the biomedical health care and research workforce by guiding West Baltimore children into challenging careers in medicine and public health. Mentors like Felauer offer hands-on learning experiences to the students, who enter the program in sixth grade.

Felauer has taught students about anatomy, food science/chemistry, and even robotics and helped to move the scholars, some of whom are in high school and receiving college acceptance letters, closer to reaching their goals.

“Dr. Felauer has been a kind, compassionate advocate for youth in this program,” said UMB CURE Scholars executive director Gia Grier McGinnis, DrPH, MS, who nominated Felauer for the honor. “CURE has had annual retention rates in the 90 percent range due to our hands-on and family-style approach to mentorship. Dr. Felauer fully embodies this philosophy.”

Felauer leads the anatomy track for the scholars, some of whom she has been working with since sixth grade. The anatomy lessons include discussions about health care and routine physicals and hands-on learning such as dissections.

“CURE has afforded us the opportunity to have open and honest conversations about science and the connection to health,” she said. “I was able to help the scholars use what they were learning in anatomy and dissection and relate it to health disparities and inequities in Baltimore. Dissecting a sheep’s heart and kidney supported discussions about the disproportionately high rates of kidney disease and cardiovascular disease among people of color.”

Felauer said she was humbled and flattered to be recognized with UMB’s Diversity Recognition Award.

“The CURE Scholars Program speaks to the spirit of Dr. King and how he wanted to ensure diversity, equality, and inclusion for everyone,” she said.



OUTSTANDING UMB STAFF AWARD **THE PATIENTS PROGRAM**

In its mission to conduct patient-centered outcomes research (PCOR), the PATIENTS Program at the University of Maryland School of Pharmacy (UMSOP) prides itself on meeting West Baltimore community members where they live, work, or worship. When the COVID-19 pandemic hit and halted in-person outreach, the program pivoted to meet people where almost everyone had moved: cyberspace.

The program launched a series of biweekly Facebook Live events titled “Real Time with Rodney” and “BJ’s Corner,” hosted by Rodney Elliott, engagement specialist, and Barbarajeane “BJ” Robinson-Shaneman, senior program specialist, respectively. In the fall of 2021, Elliott’s program focused on sharing ideas from community partners about how being financially healthy has a direct impact on your physical, mental, and spiritual well-being.

“These online programs keep the PATIENTS Program connected with the Baltimore community,” said C. Daniel Mullins, PhD, program executive director and professor and chair, Department of Pharmaceutical Health Services Research, UMSOP. “In 2021, we reached over 3,000 people with our Facebook Live sessions. Our program understands the importance of meeting community members where they are and providing information that’s relevant to them.”

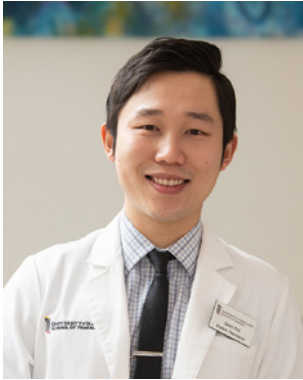
In 2021, the program also helped to address barriers preventing city residents from receiving the COVID-19 vaccine, working with Mount Lebanon Baptist Church, Walgreens, and other UMB volunteers to administer first and second doses to nearly 300 people, and began working with a UMB community partner, the Southwest Partnership, on a project to develop capacity for PCOR and comparative effectiveness research.

Mullins said that this type of engagement debunks the perception that underrepresented communities don’t want to participate in research.

“My experiences suggest that underrepresented populations don’t want to participate in exploitation or research that benefits other communities but not their own,” he said. “The fact that the PATIENTS Program received a Diversity Recognition Award is a testament to UMB leadership for recognizing that research and health equity can go hand-in-hand when done in a respectful and mutually beneficial manner.”

UMSOP Dean Natalie D. Eddington, PhD, FAAPS, FCP, said she was proud of the impact the program has had in West Baltimore, adding, “Our faculty, staff, students, and community partners continually strive to enhance the program and the lives of our neighbors. My hope is that the PATIENTS Program continues to flourish and becomes a national model of community engagement and interdisciplinary research.”

(In photo, clockwise from top left: Godwin Okoye, Rodney Elliott, Joe Howarth, Genevieve Polk, Eileen Eldridge, C. Daniel Mullins, and Michelle Medeiros)



OUTSTANDING UMB STUDENT AWARD **SEAN M. KIM, SCHOOL OF PHARMACY**

When Sean Kim arrived in Atlanta as a 16-year-old foreign exchange student from South Korea in 2007, he was placed with host families who instilled in him the values of inclusiveness, engagement, and leadership. Fifteen years later, as a University of Maryland School of Pharmacy (UMSOP) student, Kim lives those values every day.

“I was fortunate to meet two loving host families who taught me about intercultural competence,” said Kim, who is pursuing a Doctor of Pharmacy degree as part of the Class of 2023. “They showed me the way to love different cultures without being biased, which had a great impact on me as a person.”

Since joining UMSOP, Kim has been involved in many extracurricular activities focused on leadership and diversity, equity, and inclusion (DEI), including serving as class president, Student Government Association secretary and president, co-chair of the Interfraternity Council, member of the DEI Task Force; and student ambassador in the Career Navigation Program, helping to organize professional development events and career fairs.

On the University of Maryland, Baltimore (UMB) level, he and the University Student Government Association (USGA) worked with the USGA affiliate International Students Organization to petition for changes to international student visa requirements regarding COVID-19 implemented during the Trump administration. Kim also volunteers with the UMB Health Alliance, where students work to reduce gaps in health care services, social resources, and legal aid for West Baltimore residents.

UMSOP Dean Natalie D. Eddington, PhD, FAAPS, FCP, calls Kim “an extraordinary leader who is dedicated to supporting students,” adding, “His approach to collaboration with school leadership and to problem-solving is thoughtful, earnest, and professional.”

Julie Jeong, a fellow Class of 2023 PharmD student, says Kim continually seeks ways to keep his classmates connected. During the pandemic in his role as class president, Kim held virtual office hours to hear students’ concerns and facilitated online meet-ups to foster communication between newer students and upperclassmen.

“As an international student, Sean also has proven that anyone can become a leader as we take responsibility in our communities,” Jeong said. “He has encouraged other international students to stand up for their rights.”

Kim says he appreciates winning the UMB Diversity Recognition Award.

“It is one of my highest achievements as a student,” he said. “The award is given to advance efforts to spread Dr. King’s legacy, which is to foster diversity and inclusion. This award makes me feel I am part of that legacy to carry his dream.”

