

Pride Month Achievers Awards



WINNERS



Amelia Pousson, M.D., M.P.H.
*Assistant Professor
Department of Emergency Medicine
Johns Hopkins Bayview Medical Center*

Dr. Pousson is the co-director of the emergency medicine clerkship, and in that role, she has been involved with educating interns on how to care for people in the LGBTQ+ community. Some topics she covers are using preferred pronouns, patients' stages of transition, and sexual histories. She educates residents and staff members about health inequities that are specific to the LGBTQ+ community and ways to rectify these disparities. Dr. Pousson also stresses the importance of developing a rapport and trusting relationship with such patients, as many have had experiences that have injured their trust with the medical system at large. She was integral in bringing gender and sexual orientation-affirming care to the emergency medicine intern orientation by co-coordinating a highly reviewed session on queer health and health care.

Dr. Pousson empowers trainees both inside and outside of Johns Hopkins by serving as an in-person, queer-identified mentor. Dr. Pousson organizes and oversees a scholarship program for rotating sub-interns in emergency medicine who identify as underrepresented in medicine. She serves as a digital mentor through the creation of virtual communities of practice centered on being an out and proud emergency physician and academician. Dr. Pousson also serves as a mentor to trainees interested in research and quality improvement projects related to identifying the unmet needs of LGBTQ+ patients and generating more effective solutions. In addition to her professional activities, Dr. Pousson has made numerous philanthropic and volunteer contributions to local and regional LGBTQ+-focused organizations including Baltimore Safe Haven, SMYAL, FreeState Justice, and Chase Brexton.

Kendra Bray
*Specialty Care Technician, Phlebotomy
Johns Hopkins All Children's Hospital*

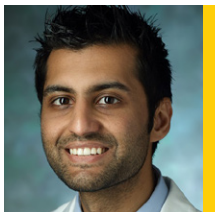
Kendra is a strong advocate for LGBTQ+ children and works to help the care team understand their needs. She understands what support is needed for children as they come to understand their feelings and express this to their parents and/or guardians. She is very concerned with youth suicide in the population due to its members not feeling accepted or understood. Kendra is a longtime volunteer a local organization that supports suicidal LGBTQ+ teens. In her role as a phlebotomist, she's mastered handling challenging draw with patients, including those with developmental delays, behavioral challenges, and those in the LGBTQ+ community. Patients and parents often feel a connection with her, and ask for her by name to do their lab work.

Kendra is active in her church, which supports her and the community LGBTQ+ community. As a very proud member of the LGBTQ+ community, she feels strongly that every child should feel safe discussing their feelings with adults who care. Outside of work, she is involved in LGBTQ+ youth suicide prevention.

Pride Month Achievers Awards



WINNERS (continued)



Keshav Khanijow, M.D.
*Instructor of Medicine, Hospitalist
Johns Hopkins Bayview Medical Center*

Dr. Khanijow is passionate about education related to caring for LGBTQ+ patients and is an advocate for LGBTQ+ patients, both within his division and nationally. He has given several grand rounds talks to his division on the topic of LGBTQ+ health and spoken nationally to educate providers about the special needs of this community. He chairs the division's LGBTQ+ affinity group, which is made up of LGBTQ+ individuals and allies within the division and ensures the special needs of this population are met. His talk on LGBTQ+ care at the National Society of Hospital Medicine conference receives high reviews, and he has been invited back multiple times to speak on the topic.

In 2021, Dr. Khanijow was one of 12 hospitalists from around the country, selected by the president of the Society of Hospital Medicine (SHM) and tasked with developing a diversity, equity and inclusion (DEI) agenda for the society. One of the team's recommendations was for SHM to establish a national DEI committee. As one of the inaugural members of this committee, Dr. Khanijow made important contributions, such as authoring a diversity statement highlighted on SHM's website, adding gender pronouns to ID badges at the society's national meeting; ensuring that the society selected meeting venues with agender bathrooms, and expanding the demographics of any forms from the society to include the vast spectrum of identities along racial and gender lines.

Dr. Khanijow sits on the DEI special interest group as an executive council member within the Division of Hospital Medicine. Because of the dedication he has shown to DEI efforts, effective July 1, Dr. Khanijow will assume the role of co-director of DEI within the division. He serves as the co-chair the DEI committee for the Division of Hospital Medicine as well as the chair of the hospital medicine patient safety committee. He is also an active member of GLMA: Health Professionals Advancing LGBT Equity.



Saumya Sao
*Research Program Assistant, Department of
Gynecology and Obstetrics
Johns Hopkins University School of Medicine*

Saumya is the co-founder and lead of the Violet Project, a Johns Hopkins Medical School Ob/Gyn department initiative that aims to provide Baltimore teenagers with comprehensive sexual health education and free reproductive health services. In just a year, she has led a large team of researchers and undergraduate students to provide sexually transmitted infection (STI) testing kits, sexual/reproductive health education through online and in-person events, and free menstrual cycle and sexual health products to Baltimore youth.

Through the Violet Project, Saumya leads its youth advisory board/training program, made up of a group of students from various Baltimore City public high schools who meet once a month to learn about sexual and reproductive health and ultimately become advocates within their communities. She gathered feedback from LGBTQ+ youth, understanding the history of continuous neglect towards the LGBTQ+ community. Saumya works to ensure sexual education catered towards members of the LGBTQ+ community is included in their curriculum. She has created and discovered a digital platform and a free online STI store for youth, with LGBTQ+ youth being a population that accesses these resources. Saumya created a plethora of curriculum and activities and has led classroom discussions in Baltimore City high schools on gender identity, sexual orientation and gender expression.

Pride Month Achievers Awards



FINALISTS



Jonathan Poquiz, Ph.D.
*Clinical Pediatric Psychologist
Johns Hopkins All Children's Hospital*

Dr. Poquiz is the clinical director in the Gender Affirming Care Clinic at Johns Hopkins All Children's Hospital. Throughout his career, he has aimed to raise awareness about health disparities and minority stress experienced within the LGBTQIA+ community. Through his clinical work, he provides safe spaces for LGBTQIA+ youth to explore their identities, and conducts and facilitates studies examining the experiences of nonbinary youth in health care settings. His research focuses on evidence-based practices for meeting the unique health care needs of transgender and gender diverse youth, as well as youth with differences in sex development/intersex diagnoses. Poquiz's research provides opportunities for providers to learn about disparities within the LGBTQIA+ community and offers greater access to care. In addition, he always seeking to expand access to care within the LGBTQIA community through his advocacy work.

Poquiz educates providers about health disparities within the LGBTQIA community on behalf of Johns Hopkins All Children's Hospital and nationwide. He started the Gender Clinician Collaborative, a consultative space for Florida clinicians who work with transgender and gender diverse youth. He seeks to highlight injustices and disparities and uplift the voices of others within the LGBTQIA community throughout his work. Outside of his clinical role, Dr. Poquiz's passion for this work also translates to his impact on the community. He networks with others to expand his reach throughout the local LGBTQIA community. He has volunteered for the *Trevor Project*, providing crisis and supportive services to LGBTQIA youth.



Tisha James, MSW, LMSW
*Pediatric Clinical Social Worker
Division of Adolescent Medicine and Emerge
Gender and Sexuality Clinic
Johns Hopkins Hospital*

Tisha is a social worker, who is at the heart of the adolescent medicine division's Emerge Gender and Sexuality Clinic. Since the clinic's inception, Tisha worked tirelessly with the clinic's LGBTQ+ community to address the many concerns that impact the community. Tisha's caring personality shines as she builds rapport with her patients and acts as a catalyst to them creating the life they wish to live. She conducts mental health assessments, family and group sessions and encourages her patients to be themselves, and supports them through the process of growth and development.

Tisha works with a large multidisciplinary team and has helped countless adolescents with housing, mental health and other traumatic crises, and does so with a quiet dignity that often goes unrecognized. Her young adult population loves her supportive style and appreciates her words of encouragement, wisdom and humor. Tisha goes above and beyond what is necessary to fulfill her job duties. She respects the LGBTQ+ community and advocates for them in all settings.