

# HOPKINS PRESS

**JUSTICE, EQUITY, DIVERSITY & INCLUSION INTERNSHIP 2021-2022**

**BOOKS**

**JOURNALS**

**PROJECT MUSE**

**HFS**

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**It is not our differences that divide us.  
It is our inability to recognize, accept, and  
celebrate those differences.** —Audre Lorde (Writer)

Find more information about the Hopkins Press internship program  
and current job openings at [press.jhu.edu/careers](https://press.jhu.edu/careers)



### MESSAGE FROM THE EXECUTIVE DIRECTOR OF HOPKINS PRESS

After you've read this narrative about the lives, values, and experiences of our five interns and what they learned from their two semesters with us at Hopkins Press, I hope that you feel as inspired as I do. This internship was designed to embrace justice, equity, diversity, and inclusion (JEDI) and to infuse those concepts into the work and into all of our interactions. Based on what we learn from this piece, it is clear that this very special group of young people who are deeply curious have worked diligently to glean as much as possible from their time here. What is less

evident but just as important is their impact on those of us who work at Hopkins Press. I cannot overstate their contributions to widening our worldviews, to the voicing of different perspectives, and to reexamining important aspects of our roles here at the

Press. So many of our 130 staff members participated in this internship program at various levels, including preparing presentations as wide-ranging as explaining the path of a journal

article from a manuscript to published scholarship and demonstrating the critical importance of using metadata, machine learning, and artificial intelligence to drive discovery on Project MUSE. As we continue our work to weave JEDI concepts into all aspects of our lives, we will always remember and hold dear our interactions and learnings from each of these generous and thoughtful individuals.

Barbara Kline Pope

**Together, we can build the future where knowledge actually does enrich the lives of every person. —Barbara Kline Pope**

### MESSAGE FROM THE DIRECTOR OF PEOPLE, CULTURE & EQUITY

The Hopkins Press Internship Program is one of the most meaningful projects I contribute to in my role as the inaugural Director of People, Culture, and Equity at the Press. I am inspired by the strategic focus on prioritizing first-generation, limited-income (FLI) college students, a population that is often underserved. As a former first-generation, limited-income college student, I understand the challenges that these students sometimes face. I also recognize the value of programs, such as the Hopkins Press internship, that intentionally provide access and opportunity to strengthen the success of FLI students.

Reflecting on the incredible work we accomplished this past year, I am reminded of the words of Maya Angelou: "Do the best you can until you know better. Then, when you know better, do better." During the first year of the Hopkins internship program, we had the opportunity to learn, grow, and do better together. We fostered an encouraging workplace culture where our interns felt supported, heard, and included. Our foundational principles to honor every person's dignity while centering justice, equity, diversity, and inclusion remain evident in our unwavering commitment to the program. Working as a team, we focused on providing a rewarding experience for each intern; we look forward to building upon these partnerships while continuing to make the program meaningful for years to come.



Julia Lynton-Brown



## LEYRA ESPINO-NARDI

Hollywood, Florida

### Area of Study

History and East Asian Studies

### School and anticipated graduation date

May 2025 from the Krieger School of Arts and Sciences

### Plans after graduation

I plan to attend graduate school for East Asian history, culture, and language.

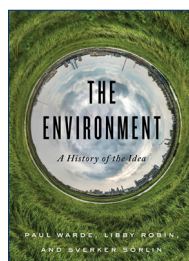
### Personal Statement

Participating in the internship at Hopkins Press has been one of the most fulfilling experiences of my freshman year of college. I greatly appreciated the opportunities for flexible work, as well as the chance to work with amazing professionals and leaders. The Press is deeply committed to a supportive culture, and it can be felt in everything that the Press does, from mentoring to an open-plan physical space. Further, it is an ever-changing community, which is full of bright minds seeking to improve themselves and others. I couldn't be happier or more grateful to be part of a community like the Press. In fact, the Press has given me the inspiration and motivation to improve my own writing and further pursue a love of the written word.

The Press is **deeply committed to a supportive culture**, and it can be felt in everything ...

It has also impacted me academically in that completing this internship has made me more dedicated to seeking out courses that challenge me intellectually, particularly in fields I have far less experience with academically. As I enter my second year of college this fall, I eagerly look forward to expanding my horizons in cultural and social history, and likewise, continuing the work I've started at the Press: educating and inspiring others to improve society for all.

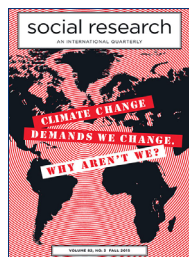
**THE ENVIRONMENT** is our key to a more equal tomorrow. Environmental justice is a hot topic in today's world, and for good reason. In reaction to the latest IPCC (Intergovernmental Panel on Climate Change) reports released in 2022, the UN Secretary-General has warned that unless we limit global warming to 1.5°C (2.7°F) or less, the world will become uninhabitable. But climate change is *already here*, affecting members of countless communities, particularly those from low-income areas and those who are otherwise marginalized. I have seen the effects of it in my own life and community as someone from a low-income area of South Florida. Johns Hopkins University Press publishes a wide variety of literature on environmental justice and the history of environmentalism, as well as books and articles on the different angles that can be taken in the methodology of studying climate change and applying principles to mitigate its effects. That, to me, is what environmental justice is—applying principles to help people affected by climate change live more equitable, healthy, lives, which is something we *all* deserve.



### **The Environment: A History of the Idea**

Paul Warde, Libby Robin, and Sverker Sörlin (2021)

This book traces the development of environmentalism as a concept since the post World War II era, contextualizing the crisis we face today within a historic lens. In 1948, when the idea of the “environment” first emerged, we had a very different perception of what it was. Over seventy years later, not only have we given agency to the environment that we live in, we must use the agency it has to protect the world we live in. It's especially important to protect those who have been given the *least* amount of agency in the society that we live in today, and I believe we can start by looking here at where it all began.



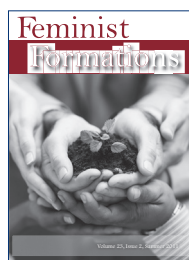
### **Building Climate Justice and Reducing Industrial Waterfront Vulnerability**

Eddie Bautista, Juan Camilo Osorio, and Natasha Dwyer

*Social Research: An International Quarterly*

Volume 82, Number 3, Fall 2015, pp. 821-838

Published in the wake of Hurricanes Sandy and Irene, this article describes methods that can be taken by architects and city planners to design and build with climate change in mind. This architecture is something I also have in mind, living in Florida, with a lake in my own backyard that floods at any heavy rain. Building better buildings and keeping costs of housing low are *essential* to protect the most vulnerable in our communities from being harmed further.



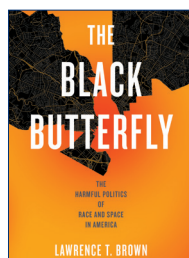
### **Toward "Global Feminist Environmental Justice"**

Michelle Garvey

*Feminist Formations*

Volume 23, Issue 2, Summer 2011, pp. 216-223

This article provides an intersectional feminist lens to the Climate Crisis, tracing the origins of the eco-friendly movement to the 1970s, as well as its development in tandem with feminism of the 1970s and beyond. The author discusses the contributions of Black women, such as Filomina Chioma Steady, in the development of the eco-feminist belief that climate change is a systemic issue that affects marginalized people at higher rates, not just an isolated personal failing dependent on individuals to solve. We live in a collective, in a society. Likewise, we must work together as a society to approach environmental justice (EJ) for all.



### **The Black Butterfly: The Harmful Politics of Race and Space in America**

Lawrence T. Brown (2022)

*The Black Butterfly* is closer to home and analyzes how racist and classist policies of the past are still affecting us today. The book focuses on how marginalized people are more likely to be victimized by climate crises in Baltimore because low-income housing is often built in environmentally unsafe areas. This has dangerous ripple effects socially, economically, and for one's health. Despite not living in Baltimore for very long, I myself have seen this first-hand. Brown's world is the one we live in today, but I know that we can build a better tomorrow.



# ARAFAT KABIR

Bangladesh

## Area of Study

MBA

## School and anticipated graduation date

May 2023 from the Carey Business School

## Plans after graduation

My post-MBA plan is still taking shape, but I very much want to keep writing in one way or another. Perhaps this explains why I am doing not one but two internships this summer. It is going to be a whirlwind summer, but I am looking forward to it. I will be splitting my time between a magazine and a media investment bank in New York City.

## Personal Statement

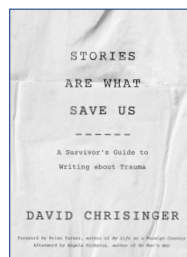
The opportunity to work at a celebrated university press and gain a behind-the-curtain look at what goes into publishing a book motivated me to apply to the inaugural Hopkins Press internship program. I came to appreciate that no two tasks are any less important than the other. Whether it is the creative process of book design or the seemingly unending work to manage the metadata, everything done at the Press contributes to the production, propagation, and preservation of knowledge. In rotating through the four major divisions of the Press, I was able to assess what excites me the most. However, I am still unable to pick one area because I loved collaborating with the editorial, Project MUSE, and marketing teams equally. I even found updating the metadata enjoyable because it is the quickest way to get a handle on a publication. I will take solace in knowing that I have made new friends and professional contacts who share my passion for books. More importantly, we are fighting for democratizing the publishing industry to lower the barrier for a new generation of talent.

**THEY SAY** what does not break you makes you stronger. No two people process trauma the same way. Yet every healing story shares some combination of steadfastness and the ability to embrace change. The paradoxical nature of trauma processing makes it worthwhile to reflect on and learn from each other. If given the chance, listening to the stories of how others cope with adversity will help bring us closer to one another.

... we are fighting for **democratizing the publishing industry** to lower the barrier for a new generation of talent.

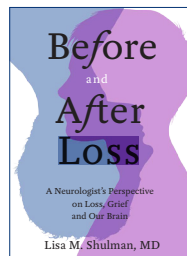
I have formed a new appreciation for friends who mourned their father's passing to suicide, witnessed the destruction of their native country of Ukraine, and endured unmistakable acts of racism with a degree of self-possession that I never knew they had. Their stories inspire me beyond words, making me want to give voice to what I gleaned through vicarious or personal experiences.

Studies of workplace trauma can reveal unique perspectives for managers. Understanding how immigrants and international students wishing to build a career in academia or in corporate America navigate microaggressions and systemic discrimination will be of particular interest to many across academic disciplines and business functions.



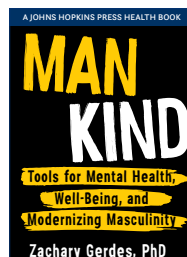
**Stories Are What Save Us:  
A Survivor's Guide to Writing about Trauma**  
David Chrisinger (2021)

David Chrisinger weaves lessons he has learned from his own life and his students into his aptly named narrative. The book goes beyond inviting us to revisit the lived experiences of family trauma, abuse, and personal conflicts. It introduces readers to a wide range of craft techniques and storytelling structures fitting for communicating past traumas.



**Before and After Loss: A Neurologist's Perspective on Loss, Grief, and Our Brain**  
Lisa M. Shulman, MD (2018)

Not everyone is willing to share their journey through trauma, but journaling and mindfulness exercises can be powerful tools to attain calm after a storm privately or in groups. Drawing upon recent studies on the link between traumatic losses and how the brain responds, Lisa Shulman shares her own story of restoration and healing. Meditation and light exercises are increasingly commonplace in large to medium-sized organizations. Perhaps it is time organizations explored options allowing employees to block off time or access space to journal at work.



**Man Kind: Tools for Mental Health, Well-Being, and Modernizing Masculinity**  
Zachary Gerdes, PhD, Creator of the LIFT Model (2022)

Putting resources in place is only half the work. The other half is people's willingness to utilize them. The conventional interpretation of masculinity makes men particularly averse to help. Zachary Gerdes encourages readers to look at masculinity from a new angle, making a compelling case for his LIFT model that demonstrates how men can foster collaboration, understand when and how to utilize resources, and build mental resilience and flexibility.



**Whiteness, Anti-Blackness, and Trauma:  
A Grounded Theory of White Racial Meaning Making**  
Melvin A. Whitehead  
*Journal of College Student Development*  
Volume 62, Number 3, May-June 2021, pp. 310-326

Women, people of color, and non-heterosexuals routinely experience microaggressions at work and school. This piece sheds light on the issues. Melvin Whitehead's article draws on data from 31 White undergraduates, illuminating how Whiteness functions as a pathology perpetuating Black trauma.





## IRIS LEE

Korea, Hong Kong, and California

### **Area of Study**

The Writing Seminars and Psychology

### **School and anticipated graduation date**

May 2024 from the Krieger School of Arts and Sciences

### **Plans after graduation**

I'm considering going into law or a creative writing program, but in between, I'd love to work in publishing or journalism for a while.

### **Personal Statement**

Before joining the internship program, I'd used Project MUSE regularly for its accessible, high quality scholarship. I'm grateful to have been a part of the inaugural program to see just how the Press makes this happen. The annual conference MUSE Meets, for example, is such an important platform for discussions of equitable access between stakeholders in all areas of publishing. I also got to create my own MUSE in Focus page with a fellow intern—I'm excited to have had a hand in curating more content to be made freely available. Through these and many more projects and sessions, I learned about all the different divisions that work together to disseminate important, interdisciplinary humanities scholarship to a global audience.

All throughout, I had a network of mentorship and support that will extend beyond the program. Diem and Davida worked so hard to make us feel heard and accommodate our schedules, that I feel the program is truly structured around the JEDI principles. The final project was a culmination of the program, a creative space for us to fill with each of our perspectives. I had a lot of fun finding resources on a specific interdisciplinary interest of mine, which Hopkins Press provided readily. Most of all, I've had the pleasure of working with my talented fellow interns and I can't wait to see what they've accomplished.



**HAVING LIVED** in seven different cities across China, Korea, and the United States, I've had the chance to observe each city's unique cultural history. I'm fascinated by the way cultural imaginations accumulate in the built environment, shaping and reflecting the space. The following scholarship examines this relationship from unique temporal and historical vantage points, considering the racial, gendered, and class-based perspectives that form the cultural imagination and urban policy.

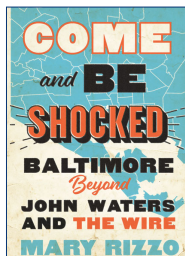
I had a **network of mentorship and support** that will extend beyond the program.

Cities thrive on, and indeed are founded on, the diversity of its occupants' experiences. Between and within cities, people see and represent themselves differently. Urban policy and the study of urbanity must acknowledge and encourage the unpredictability and infinite possibility inherent in a large, dense and diverse community of people living amongst each other. These authors have more than risen to the task.



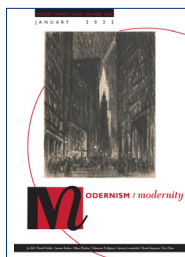
**The Black Skyscraper: Architecture and the Perception of Race**  
Adrienne Brown (2019)

The skyscraper was a complete reimagining of space and surface when first introduced in the late nineteenth century—vertical, towering, reflective, and anonymous. Brown argues that reconfigurations of space destabilize preconceived notions of race. Was the skyscraper an abstracting, miscegenating agent, a new site of Black unification, or perhaps one of “productive disorientation”? How did all these meanings coexist? Our cultural narratives of the skyscraper encompass perspectives as diverse as the people who occupy it.



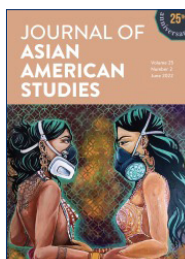
**Come and Be Shocked: Baltimore beyond John Waters and The Wire**  
Mary Rizzo (2020)

*Come and Be Shocked* similarly examines the confluence of cultural imagination and urban space, focusing on Baltimore's dual image of the “white working-class eccentric Charm City and black, dangerous Bodymore.” Artists and policymakers alike created images that directly shaped urban policy, which in turn prompted critical artistic responses. From the study of one city's archival sources, cultural texts, and oral history interviews, Rizzo parses a rich history that informs how our collective representations reflect and shape reality in cities everywhere.



**Architecture, Photography and (Gendered) Modernities in 1930s Barcelona**  
Jordana Mendelson  
*Modernism/modernity*  
Volume 10, Number 1, January 2003, pp. 141-164

The diversity and multiplicity with which Baltimore's artists created and responded to images of the city is arguably reflected in a single photographer, Margaret Michaelis, with respect to Spanish architecture of the mid-1930s. Her photographs of Barcelona architecture epitomize the Spanish avant-garde. Some of her images were created for policymakers who pressed for urban renewal, depicting abject urban conditions, often gendered through depictions of prostitution (much like policymakers' racialized representations of a criminal Baltimore). But Michaelis's unpublished photographs turn to the women themselves, depicting them as active participants in the creation of such images.



**Building Empire: Architecture and American Imperialism in the Philippines**  
David Eric Brody  
*Journal of Asian American Studies*  
Volume 4, Number 2, June 2001, pp. 123-145

We turn now to the multiplicity of Asian cities, many of which are marked by colonial histories. Brody examines American imperialism in the Philippines through the lens of American architectural plans that fulfilled a “fantasy of colonial control,” designed according to the economic and political needs of the American overseer. Most poignant is his analysis of Filipino architecture as one “predicated on impermanence,” which to American observers was telling of a lack of distinct style and an inferior, primitive, and ahistorical place.



## HABIBA MATUMLA

Baltimore, Maryland

### Area of Study

The Writing Seminars

### School and anticipated graduation date

May 2023 from the Krieger School of Arts and Sciences

### Plans after graduation

Although my post-graduation plans are not set in stone at the moment, I hope to attend graduate school while working part-time.

### Personal Statement

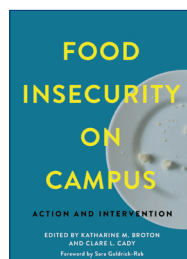
My time at Hopkins Press as an intern has been one of the most educational and valuable experiences I have had so far. It has been an honor to be one of the students in the inaugural intern cohort. During my time at Hopkins Press, I have developed my research skills, learned how to edit a manuscript, and gained enlightening insight into how some university presses acquire and publish titles. I have really loved learning about the marketing side of publishing in particular through different projects designed to teach me how to gather and communicate information about books and journals efficiently. It was such a wonderful challenge to learn

Every assignment ... taught me how to complete tasks with the **goal of preserving and disseminating scholarly knowledge.**

how to categorize titles by content in order to make them accessible for people searching for specific works. Every assignment I have completed has taught me how to complete tasks with the goal of preserving and disseminating scholarly knowledge. My interest in working in publishing has only grown since interning at the Press, and I will forever be grateful to my past self for taking a chance and filling out the job application!

**DURING MY CHILDHOOD**, my mother would prepare several feasts each year to feed everyone from our extended family to our neighbors. She would spend the day cooking dishes that she grew up making with her mother in Tanzania, such as *pilau* (a rice dish) and various stews made with beef, chicken, or fish. We used to drive out to Baltimore County to buy groceries wholesale because my mother wanted to make sure that the people we love and cherish return home feeling warm and well-fed as often as possible. My fondest memories are infused with the aroma of cinnamon, cloves, and saffron wafting through my house and the sound of warm laughter and utensils against the dinner plates. Food is the foundation upon which I have built and fortified bonds with my community. That is why I believe that access to healthy, sustainably-sourced ingredients that will allow people to make nourishing meals is a human right. Despite the fact that everyone needs to eat, food inequality has been a facet of injustice for far too long. Because marginalized groups have been historically and systematically denied access to nutritious, energizing food, access to sustenance goes hand in hand with equality, justice, and inclusion. All individuals should have the opportunity to nurture their communities.

With those thoughts in mind, I set out to find Hopkins Press books and articles that would strike the balance between contextualizing the history of the political and economic policies that created the current circumstances of food insecurity people face and emphasizing the necessity of protecting people's right to eat well.



**Food Insecurity on Campus: Action and Intervention**  
edited by Katharine M. Broton and Clare L. Cady (2020)

I love this book because it focuses on student involvement in food security advocacy. It does this while describing how institutions can do their part to support student activism to reinforce the message that ending student hunger is a collective social justice endeavor that strengthens the entire community.



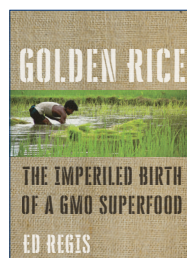
**Feeding the World Well: A Framework for Ethical Food Systems**  
edited by Alan M. Goldberg (2020)

*Feeding the World Well* contextualizes the state of the American food industry. It explains how the environment is affected by its food production practices. I appreciate this book for recognizing that the food industry needs a significant overhaul in order to meet the world's demands for nourishment without exploiting the environment and laborers or endangering livestock.



**Can Fixing Dinner Fix the Planet?**  
Jessica Fanzo, PhD (2021)

This book addresses the obligation that consumers and international organizations have to end hunger on a global scale. It balances an examination of the individual's responsibility with holding institutions and experts accountable. The heart of this book lies in unraveling the intersecting threats to equitable food production and distribution.



**Golden Rice: The Imperiled Birth of a GMO Superfood**  
Ed Regis (2019)

What happens when scientific advancements allow scientists to develop genetically-modified rice that could improve the lives of impoverished people? This book is both a case study and the story of how scientists' ostensibly "unnatural" solutions to addressing the public health crises caused by food insecurity caused a global uproar.



**Eliminating the Outrage of Hunger:  
The Hope for Municipal Food Distribution Programs**  
Erica Shein  
*SAIS Review of International Affairs*  
Volume 27, Number 2, Summer-Fall 2007, pp. 183-194

This article takes readers to Belo Horizonte, Brazil, where the municipal government has exercised greater administrative power to decide how funds are allocated to meet their constituents' needs. This article offers a real-world example of how institutions can adapt their practices to offer citizens government services that take their circumstances into account.



## SAMANTHA NEUGEBAUER

Philadelphia, Pennsylvania

### Area of Study

The Writing Seminars, Fiction MFA

### School and anticipated graduation date

May 2022 from the Krieger School of Arts and Sciences

### Plans after graduation

Instructor at JHU; querying my debut novel!

### Personal Statement

As a graduate student, I have done my fair share of internships. In other internships, I often felt like I was there to perform the most tedious tasks without much oversight or direction. If there was any learning, it arrived through osmosis or autodidacticism. At Hopkins Press, I've had a very different experience. This internship felt more like an apprenticeship. My projects were assigned with intentionality. There was a balance between working and learning. Furthermore, I was not only introduced to experts in the publishing field, but they spent real time with me, answering my questions and telling me about their career highlights and lows. Everyone was so generous.

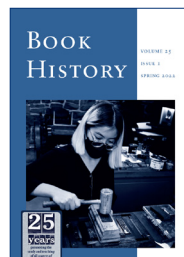
As a first-generation college graduate, I also appreciated Hopkins Press's focus on equity, justice, and inclusion. In every other office I've worked in, folks from diverse and low-income backgrounds are pressured to remake or compress ourselves so that we do not discomfort the professional-managerial class. At Hopkins Press, our various backgrounds were acknowledged, and excellence and professionalism was still demanded of us.

Furthermore, this internship has reminded me of what kind of person I want to be in the workplace. No matter where I work or how important I might think my own projects are, I will always make time for my colleagues, especially young colleagues and interns.

**IN THE PAST**, popular discourse often extolled literature as a wellspring for human empathy, yet nowadays empathy is under the microscope for its limits as a motivator for individual moral behavior and social justice. As a first-generation, low-income college student who has studied literature, history, and writing at elite American institutions, I wonder, then, what function literature is serving. How does literature's production and consumption play a role in societal transformation? My selections highlight various ways literature can be valuable as an ethical practice, and community builder, and also how literature fails to be inclusive and responsive to vulnerable underclasses.

I chose this topic because as someone who believes literature can give me insight and connection to people whose lives and griefs are unlike my own, I am troubled by the increasingly popular notion that we can only understand those who are exactly like us. If that is the case, is reading a desperate activity?

... our various backgrounds were acknowledged, and excellence ... was still demanded of us.



### Hopeful Reading: Rethinking Resistance in Han Kang's *The Vegetarian*

(Brena) Yu-Chen Tai

*College Literature*

Volume 48, Number 4, Fall 2021, pp. 627-652

Tai "aims to unravel resistant forms of hope in the novel" by using *The Vegetarian* as her case study. While the word *hope* may call to mind mainstream ideas about positive psychology, Tai's framework is informed by decolonial, queer, and feminist studies. To counter how the contemporary positivity movement pressures individuals to repress negative emotions, Tai explicates how readers can use a form of "alternative reading" (i.e. "hopeful reading") to create "new links between the individual [reader] and the collective while experiencing those [negative] emotions" through violent and oppressive situations in literature.

### Craft Class: The Writing Workshop in American Culture

Christopher Kempf (2022)

Kempf explores how American Arts and Crafts ideology has influenced the creative writing workshop, a model which has become the primary institutional form of creative writing studies in America. He details the socioeconomic consequences of the workshop's craft as labor metaphor. "Like the university which houses it," he writes, "the workshop perpetuates cultural and economic frameworks hospitable primarily to its core constituency: the professional-managerial class." Not only does the popular writing model serve the professional-managerial class, the classroom itself is simultaneously nearly inaccessible to the offspring of working-class (labor class) parents. "Social class has become the single most insurmountable barrier to higher education," he explains, going on to add that "a mere 6% of low-income students earn their bachelor's degree by their twenty-fourth birthday."

### The Role and Function of Author Interviews in the Contemporary Anglophone Literary Field

Rebecca Roach

*Book History*

Volume 23, 2020, p. 335-364.

Open to all disciplines and methodologies, *Book History* is devoted to every aspect of the history of the book, broadly defined as the creation, dissemination, reception, and use of script, print, and mediacy. Many essays touch on issues of the contemporary literary sphere. For example, Rebecca Roach's "The Role and Function of Author Interviews in the Contemporary Anglophone Literary Field" examines how the modern proliferation of author interviews functions in the marketplace, changing the relationships amongst authors, readers, publishers, and critics.

### Literature and Medicine

Available journal issues: Vol. 1 (1982) through current issue

*Literature and Medicine* publishes peer-reviewed articles that explore representational and cultural practices concerning health care and the body. This journal features one thematic and one general issue each year. The journal's scholarship focuses on key issues related to the health of individuals and cultures, and also ways of thinking about and coping with systemic challenges.

# TAKEAWAYS

Here are a few ideas to instigate conversation and provide starting points.

1. Center around diversity, but don't succumb to tokenism (e.g. accommodations as a forethought instead of an afterthought).
2. Be careful about what you can't see—invisible diversity and bias are easy pitfalls.
3. Problems are not solved with diverse hires. Make sure your environment is safe and supportive.
4. Rewrite job descriptions and requirements and value lived experience and interest, not just work experience. Consider why you're insisting on certain requirements. Are you leaving qualified people out of your search?
5. Alter expectations for cover letters, resumes, and interviews. To mitigate bias, conduct full panel interviews rather than multiple one-on-ones.
6. Embrace flexible work opportunities and rethink relocation requirements so candidates can remain in communities of support. If you can't pay a thriving wage, rethink job postings (and be transparent about pay in postings).
7. Develop repeatable and sustainable onboarding, training, and cross-training practices.
8. Develop clear career ladders. Use VISUALS! Make sure the track is attainable.
9. Publishing professionals are not just editors and marketers. Allow staff to try different areas and don't force single-track career paths.
10. Evaluate compensation. Are salaries equitable for the region and nature of the position? Are current staff paid appropriately compared to new hires? Are similar jobs across departments consistently compensated and comparably graded?
11. Conduct exit interviews to learn more about how the work and culture are perceived. Good turnover can be healthy and allows for change and career development. Bad turnover—when people leave because of the environment, burnout, or conflict—can indicate greater systemic issues.
12. Justice, equity, diversity, and inclusion (JEDI) work will never be done. It should become a regular part of your approach.
13. JEDI won't be sustainable if dependent on a few champions. Build JEDI leadership at all levels to encourage others to stay engaged and informed.
14. Respect the emotional labor involved in JEDI work. Do not automatically expect certain staff members to act as spokespeople.
15. Ask your business partners about their efforts to support JEDI. Are your values in alignment?
16. Own up to mistakes and misunderstandings. Good intentions do not always translate into positive impact, and we always have something to learn from others.

Adapted from the 2022 AUPresses Meeting session *Are You the Problem? How to Grow Diversity, Equity, Justice, and Inclusion* with panelists:  
Diem Bloom, Director of Publishing Operations, Hopkins Press Books  
Davida G. Breier, Director of HFS and Co-Director of Marketing and Sales, Hopkins Press Books  
Kristen Elias Rowley, Editor in Chief, The Ohio State University Press  
Erica Woods Tucker, Journals Production Coordinator, Duke University Press





Hybrid kickoff meeting and orientation  
for the new Press-wide internship program  
(October 2021).



Program creators with the first intern cohort: Davida,  
Iris, Samantha, Jordan, Leyra, Adi, Arafat, Habiba, Diem  
(October 2021).



Hopkins staff and interns looking at press sheets  
to understand imposition and signatures  
(May 2022).

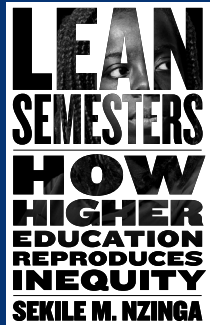


Tour of Maple Press in York, PA  
(May 2022).

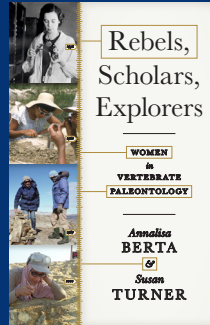


# ADDITIONAL BOOKS & JOURNALS TO EXPLORE

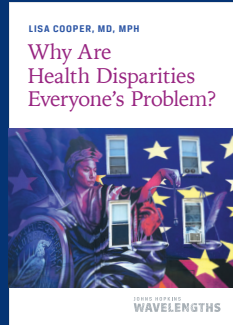
## BOOKS



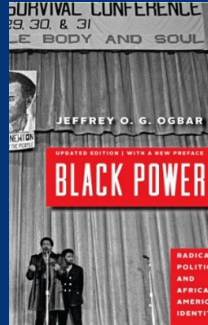
**Lean Semesters**  
Sekile M. Nzinga



**Rebels, Scholars, Explorers**  
Annalisa Berta & Susan Turner



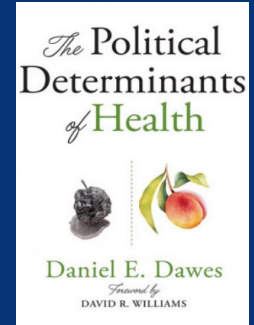
**Why Are Health Disparities Everyone's Problem?**  
Lisa Cooper, MD, MPH



**Black Power**  
Jeffrey O. G. Ogbar

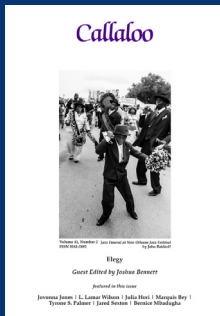


**Building Gender Equity in the Academy**  
Sandra Laursen & Ann E. Austin

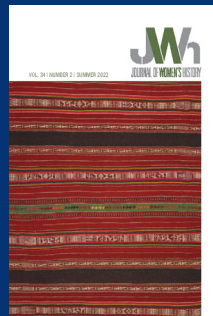


**The Political Determinants of Health**  
Daniel E. Dawes

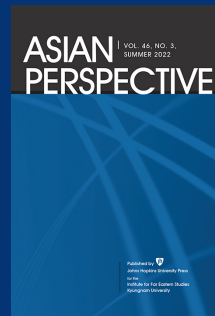
## JOURNALS



**Callaloo**



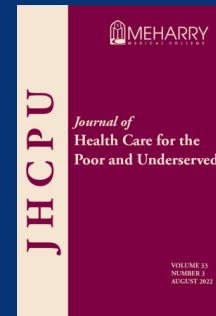
**Journal of Women's History**



**Asian Perspective**



**African American Review**



**Journal of Health Care for the Poor and Underserved**



**The Review of Higher Education**



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