



As the **Director** of the New York State Unified Court System's Office of Diversity and Inclusion (ODI), since 2010, Mr. Walters is responsible for implementing the Court System's Workforce Diversity Program. The mission of the ODI is to provide and promote statewide resources to judicial and non-judicial personnel on workplace diversity and inclusion related matters and to identify and develop mechanisms through which the court system will endeavor to ensure a diverse workforce and bias free work environment. Recently, ODI was tasked with implementing many of the recommendations from Secretary Jeh Johnson's Equal Justice Report which outlines the results of an independent review of the UCS's policies and practices relating to racial justice and ensuring a diverse workforce.

Mr. Walters brings a wealth of knowledge and experience identifying and implementing diversity and inclusion programs, recruiting talented employees, understanding how ethnicity, gender and orientation data benefits a diverse workforce, overseeing training and educational programs, and creating an overall workforce that is diverse and inclusive and embraces the varied differences of the workplace experience.

Mr. Walters has been employed by the New York State Unified Court System since December of 1994 where his first assignment was with the then Equal Employment Opportunity Office (EEO) as a **Principal Court Analyst** where his primary responsibilities were diversity outreach, internships and special projects. In 1999 Mr. Walters was promoted to **Management Analyst**, where Mr. Walters worked with several of the courts' fraternal and affinity organizations on a very successful court officer recruitment campaign. Mr. Walters was one of the original Co-Chairs of the Office of Court Administration's OCA@Work Committee from 1999 - 2003 which was designed to facilitate communication between OCA employees regarding workplace and life issues. During his tenure on the committee, Mr. Walters helped to popularize the ongoing "Lunch & Learn" concept which is still currently in use by OCA and many other court locations. In 2000 Mr. Walters began his tenure in the Unified Court System's Office of Public Affairs. In the Office of Public Affairs Mr. Walters was promoted to **Senior Management Analyst** in 2002 and then **Deputy Director** in 2007. In that office, Mr. Walters coordinated the awareness and promotion of programs and events designed to educate the public about the State court system such as the State of the Judiciary Address, The Court of Appeals Law Day Program and the Judicial Conference. Mr. Walters was also responsible for the development and formulation

of programs and policies which improved the delivery of information about the courts to court employees and the public at large including the creation of jury service public service announcements (PSAs), The NY Historical Society of the Courts Community College Essay contests and campaigns to create awareness about the NYS Judicial Voter Guide.

Prior to joining OCA, Mr. Walters worked in the New York City Mayor's Office (Deputy Mayor For Public Safety, 1991 - 1994 as a ***Criminal Justice Grant Coordinator*** where he was responsible for the contractual compliance of several alternative-to incarceration programs. Mr. Walters began his professional career as a Release on Recognizance (ROR) Interviewer with the New York City Criminal Justice Agency.

Mr. Walters serves on many court system related committees including: the NYS Unified Court System Black History Month Committee, the Alternative Dispute/Resolution (ADR) Inclusion Network, the NYS Unified Court System Upstate Diversity Task Force, the NYS Unified Court System Court Officer Evaluation Board and the Unified Court System Steering Committee for Implicit Bias/Cultural Humility Training, among others.

Mr. Walters earned a BA in English from Georgetown University in Washington, D.C. Mr. Walters was also the recipient of an "A Better Chance Scholarship" which allowed him to attend Canterbury School, a private, co-educational boarding prep school in New Milford, Connecticut on which Mr. Walters now serves on the Executive Committee of the Society of Alumni.



Paris "AJ" Adkins-Jackson, PhD MPH is a National Institute of Aging-funded Research Associate at Johns Hopkins University. AJ's research centers on the impact of structural determinants of health on the wellbeing and resilience of historically marginalized communities like Black, Indigenous, and Pacific Islander people. Her current research explores the impact of lifetime structural racism through policing and lack of mental health services on Alzheimer's

disease disparities in the United States



Stacey Whiteley is the New York State Bar Association's Lawyer Assistance Program Director. She has worked with the LAP for five years, three of which have been in the Director's role. Stacey is a Certified Recovery Coach who uses her coaching skills to assist attorneys to find their path to sustainable recovery. In recovery herself, as well as someone who manages her own anxiety disorder and ADHD, Stacey employs her personal experiences in concert with her educational and professional background to provide support, guidance, and information for attorneys, judges, law students, and their families who reach out to the LAP for

assistance. As a prior juvenile probation officer, a Youth Court Director and as Deputy Chief Clerk of Albany County Family Court, Stacey's career has focused on working with individuals and families struggling with adverse life events, mental health challenges, and substance use disorders. Stacey is married with three children and lives outside of Albany.

Resources

Stacey Whiteley: swhiteley@nysba.org
518-360-2352

Lawyer Assistance Program: LAP@nysba.org
Helpline: 800-255-0569
www.nysba.org/lap

Office of Diversity and Inclusion
inside-UCS.org: Office of Diversity & Inclusion
[Office of Diversity & Inclusion - Home Page | NYCOURTS.GOV](http://OfficeofDiversity&Inclusion-HomePage|NYCOURTS.GOV)
diversity@nycourts.gov
212-428-2540

Report from The Special Adviser On Equal Justice in The New York State Courts (Jeh Johnson Report)
[SpecialAdviserEqualJusticeReport.pdf \(nycourts.gov\)](#)

Franklin H. Williams Judicial Commission
Phone: 212-428-2790
Email: FHWilliams@nycourts.gov
[Home Page | NYCOURTS.GOV](#)

CCA@Yourservice
a comprehensive lifestyle benefit for you and your family. As part of the program, this website offers a hub of articles and information on popular topics, and connects you to exclusive resources, tools, and daily living calculators. UCS EMPLOYEES ONLY!
www.myccaonline.com

African American Wellness Project, <https://aawellnessproject.org>

The Century Foundation (TCF) explains a bit more on "Racism, Inequality, and Health Care for African Americans"

at <https://tcf.org/content/report/racism-inequality-health-care-african-americans>

Mental Health America (MHA) highlights the contributions of Black Americans to the mental health movement

at <https://mhanational.org/black-history-month>

National Today explains the history of Black History Month

at <https://nationaltoday.com/black-history-month>

Oprah Daily has several great features on Black Americans

at <https://www.oprahdaily.com/black-history-month>

Check out Black History Month 2022 on

Twitter: <https://twitter.com/search/black+history+month+2022>

U.S. Centers for Disease Control and Prevention—"Celebrate African American History

Month!" <https://www.cdc.gov/healthequity/features/african-american-history/index.html>

Books on Black Health and Wellness

Medical Apartheid by Harriet Washington

Details the ways both slaves and freedmen were used in the hospitals for experiments conducted without their knowledge—a tradition that continues today within some black populations.

[Medical Apartheid by Harriet A. Washington: 9780767915472 | PenguinRandomHouse.com: Books](#)

Undivided Rights Women of Color Organizing for Reproductive Justice by Jael Silliman

Captures the evolving and largely unknown activist history of women of color organizing for reproductive justice—on their own behalf.

[Undivided Rights: Women of Color Organizing for Reproductive Justice: Silliman, Jael, Fried, Marlene Gerber, Ross, Loretta, Gutiérrez, Elena: 9781608466177: Amazon.com: Books](#)

Black Women's Mental Health Balancing Strength and Vulnerability edited by Stephanie Y. Evans

This book offers a unique, interdisciplinary, and thoughtful look at the challenges and potency of Black women's struggle for inner peace and mental stability.

[Black Women's Mental Health | State University of New York Press \(sunypress.edu\)](#)

Caring for Equality A History of African American Health and Healthcare by David McBride

Chronicles the struggle by African Americans and their white allies to improve poor black health conditions as well as inadequate medical care-caused by slavery, racism, and discrimination-since the arrival of African slaves in America.

[Caring for Equality: A History of African American Health and Healthcare - 9781442260597 \(rowman.com\)](#)

Reclaiming Our Health, A Guide to African American Wellness by Michelle A. Gourdine

Key insights into the ways African American culture shapes health choices-how beliefs, traditions, and values can influence eating choices, exercise habits, and even the decision to seek medical attention.

[Reclaiming Our Health | Yale University Press](#)

Farming While Black Soul Fire Farm's Practical Guide to Liberation on the Land by Leah Penniman

Comprehensive "how to" guide for aspiring African-heritage growers to reclaim their dignity as agriculturists and for all farmers to understand the distinct, technical contributions of African-heritage people to sustainable agriculture.

[Farming While Black: Soul Fire Farm's Practical Guide to Liberation on the Land: Penniman, Leah, Washington, Karen: 9781603587617: Amazon.com: Books](#)

Care for the Mental and Spiritual Health of Black Men: Hope to Keep Going by Nicholas Grier

Examines that sensitive topic in conjunction with reflections on race, gender, sexuality, and class to offer a hopeful and constructive framework for care and counseling, particularly for Black men.

[Care for the Mental and Spiritual Health of Black Men: Hope to Keep Going - 9781498567145 \(rowman.com\)](#)

Black Faces, White Spaces Reimagining the Relationship of African Americans to the Great Outdoors by Carolyn Finney

Examines how the natural environment has been understood, commodified, and represented by both white and black Americans.

[Black Faces, White Spaces: Reimagining the Relationship of African Americans to the Great Outdoors: Finney, Carolyn: 9781469614489: Amazon.com: Books](#)

Websites on Black Health and Wellness

Health Justice

To help healthcare and public health organizations center anti-racism and equity in the workplace and reduce health inequities in the communities they serve
[-\(healthjustice.co\)](http://healthjustice.co)

Black Women's Health Imperative

We are the oldest national organization dedicated solely to improving the health and wellness of our nation's 21 million Black women and girls-physically, emotionally, and financially.
[Home - Black Women's Health Imperative \(bwhi.org\)](http://bwhi.org)

National Black Women's Justice Institute

We research, elevate, and educate the public about the innovative, community-led solutions to address the criminalization of Black women and girls. We aim to dismantle the racist and the patriarchal U.S. criminal-legal system and build, in its place, pathways to opportunity and healing.
[Home | NBWJI](#)

African American Wellness Project

The African American Wellness Project was organized to respond to the inequities in health care delivery that exists between African Americans and the rest of America. It is our belief that while good health begins with diet and exercise, once you enter the health care systems, you must be organized to get the most out of it.
[African American Wellness Project - Black Health Disparities \(aawellnessproject.org\)](http://aawellnessproject.org)

Nap Ministry

The Nap Ministry was founded in 2016 by Tricia Hersey and is an organization that examines the liberating power of naps. Our “REST IS RESISTANCE” framework and practice engages with the power of performance art, site-specific installations, and community organizing to install sacred and safe spaces for the community to rest together
[The Nap Ministry | Rest is Resistance \(wordpress.com\)](http://wordpress.com)

National Public Health Week

APHA has served as the organizer of NPHW. Every year, the Association develops a national campaign to educate the public, policymakers and practitioners about issues related to each year's theme.
www.nphw.org/Tools-and-Tips/Toolkit

All of Us

At the moment, health care is often one-size-fits-all. But imagine if in the future, health care could be tailored to each person. We hope to make that possible so that future generations may benefit. How? By creating a resource that allows researchers to conduct thousands of studies on health and disease.
[All of Us Research Program | National Institutes of Health \(NIH\)](#)

Black Health Matters

Black Health Matters provides information about health and well-being from a service-oriented perspective-with lots of upbeat, positive solutions and tips.

[Home - Black Health Matters](#)

NICHQ

For 20 years, NICHQ (pronounced ‘nitch-cue’) has been guided by a profound passion for every child to achieve optimal health. We’ve made it our sole mission to drive dramatic and sustainable changes in the complex health issues facing children and their families.

[About NICHQ's Children's Health Approach](#)

Council on Black Health

Is a research and action network that provides thought leadership to develop and implement a national agenda for Black health. The Council drives the agenda to realize healthy Black communities by impacting individuals’ behaviors, social and political determinants of health, and chronic disease outcomes through our focus on partnerships, problem-solving (research), policy, and permanence.

[Council on Black Health | Reimagining Black Health \(councilbh.org\)](#)

Audiovisual Materials on Black Health and Wellness

Black Girl in OM (Podcast)

To help healthcare and public health organizations center anti-racism and equity in the workplace and reduce health inequities in the communities they serve.

[PODCAST — Black Girl In Om](#)

The Love Hour (Video and Podcast)

Kevin & Melissa are a young married couple, bringing you a fresh take on love and relationships. They’re using their 15+ years of marriage experience to offer insight in a relatable way, addressing matters of the heart with plenty of candor, humor, and nuggets of wisdom.

Through transparency and honesty, Melissa & Kevin let couples know they aren’t alone in their trials, but that together they can make it through them all!

[The Love Hour Podcast - YouTube](#)

Therapy for Black Girls (Podcast)

The *Therapy for Black Girls* podcast is a weekly conversation with Dr. Joy Harden Bradford, a licensed psychologist in Atlanta, Georgia, about all things mental health, personal development, and all the small decisions we can make to become the best possible version of ourselves.

[Podcast — Therapy For Black Girls](#)

Black Men in White Coats (Podcast and Video)

Black Men in White Coats seeks to increase the number of black men in the field of medicine by exposure, inspiration, and mentoring. To accomplish this, we are partnering with various medical

schools across the country to produce outstanding short documentary videos which bring awareness to this issue that not only affects the black male population, but also the nation as a whole.

[Black Men in White Coats - Podcast - Black Men in White Coats](#)

Black Health Is (Documentary)

Black Health Is will contribute towards a prosperous life for African-American people by igniting thoughts and ideas on how we can reconstruct the social infrastructure that was established in hatred and injustice from slavery to present day America.

[Home | Black Health IS](#)

The Budgetnista (Video)

Tiffany “The Budgetnista” Aliche is America’s favorite personal financial educator! A New York Times Bestseller (Get Good with Money), an NAACP Image Award Nominee, and the first Black woman to grace the cover of Money Magazine solo, Tiffany is a trailblazer in the personal finance space. Her monumental ‘Live Richer Movement’ has helped over one million women worldwide save, manage and pay off hundreds of millions of dollars.

[The Budgetnista - YouTube](#)

At the End of the Tunnel (Podcast)

At the End of the Tunnel is a podcast about hope. To hear inspirational stories about overcoming specific challenges.

[At the End of the Tunnel — Light Watkins](#)

His and Her Money (Video and Podcast)

Learn how to stop the cycle of debt and build generational wealth.

[His and Her Money - Take Dominion](#)

Black Women in Medicine (Documentary)

Black Women in Medicine is the first documentary to explore the history, contemporary issues and future possibilities of African-American women physicians by featuring the diverse voices of young medical students, practicing physicians and elder trailblazers.

[Black Women in Medicine – American Film Showcase](#)

The Color of Medicine (Documentary)

A documentary capturing the history of medical training of African Americans at Homer G. Phillips Hospital. Dr. Earle U. Robinson Jr., a 2nd generation physician and alumnus, whose father was one of the first 27 interns to graduate from Homer G. Phillips, shares his personal story and the significance of the Homer G. Phillips hospital’s valuable part in African-American history.

Historical Materials and Guides on Black Health and Wellness

Consortium on the History of African Americans in the Medical Professions

CHAAMP Resources, a growing collection of digital media and teaching resources on the history and of African Americans in the medical professions.

[The History of African Americans in the Medical Professions | A scholarly collection of resources on the rich history of African Americans in the medical professions \(virginia.edu\)](#)

National Library of Medicine, History of Medicine Division

The National Library of Medicine has an extensive collection of research materials on African American in Science, Medicine, and the Health Professions. This material includes a comprehensive list of books with autobiographies and biographies of leading African American physicians, scientists, and nurses.

[History of Medicine Division at the National Library of Medicine \(nih.gov\)](#)

Syllabus: A History of Anti-Black Racism in Medicine

This syllabus offers insight into longstanding American health and healthcare disparities, while simultaneously paving way for equitable health for all underrepresented populations.

[Syllabus: A History of Anti-Black Racism in Medicine | AAHS](#)

Morehouse School of Medicine Digital Archives

The Morehouse School of Medicine Digital Archives consists of historical publications, documents, and photographs of administrators, faculty members, staff, visitors, and facilities related to the founding of the school and its development. It was founded in 1975, as the Medical Education Program (MEP) at Morehouse College, a member institution of the Atlanta University Center. Later, the name was changed to the School of Medicine at Morehouse College, and later still, to the Morehouse School of Medicine (MSM), when it became a separate independent institution.

[Morehouse School of Medicine Digital Archives - HBCU Library Alliance Digital Collection \(auctr.edu\)](#)

The History of African Americans and Organized Medicine

Segregation and racism within the medical profession have, and continue to, profoundly impact the African American community. Yet, the complex history of race in the medical profession is rarely acknowledged and often misunderstood. The AMA Institute for Ethics invited a panel of experts to review and analyze the historical roots of the black-white divide in American medicine. The following is a summary of the panel's findings, along with other resources.

[The history of African Americans and organized medicine | American Medical Association \(ama-assn.org\)](#)

Black History at Duke Health

This guide aims to introduce researchers to materials documenting the history of African Americans at the Duke University Medical Center. The focus is on navigating resources within

the Medical Center Archives. It is not intended to be a comprehensive bibliography, but rather a starting guide to locating research materials.

[Home - Black History at Duke Health - LibGuides at Duke University Medical Center](#)

Slavery, Abolition, Emancipation and Freedom Primary Source from Houghton Library

Houghton's collections related to Black history range from the 18th century through today, but have historically been difficult to discover amongst all the other material. This collection brings together a curated collection of materials ranging from the Early Republic through Reconstruction.

[Discover Digitized Primary Sources Detailing Black Experiences with Slavery, Abolition, Emancipation, and Freedom | Slavery, Abolition, Emancipation and Freedom - CURIOSity Digital Collections \(harvard.edu\)](#)

National Archives and Records Administration

[African American History | National Archives](#)

Digital Public Library of America

-Negro League Baseball

[Negro League Baseball | DPLA](#)

-Jitterbugs, Swing Kids, and Lindy Hoppers

[Jitterbugs, Swing Kids, and Lindy Hoppers | DPLA](#)

-Their Eyes Were Watching God by Zora Neale Hurston

[Their Eyes Were Watching God by Zora Neale Hurston | DPLA](#)



ASSOCIATION FOR THE STUDY OF AFRICAN AMERICAN LIFE AND HISTORY®

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2022 Black History Theme Executive Summary Black Health and Wellness

The theme for 2022 focuses on the importance of Black Health and Wellness. This theme acknowledges the legacy of not only Black scholars and medical practitioners in Western medicine, but also other ways of knowing (e.g., birthworkers, doulas, midwives, naturopaths, herbalists, etc.) throughout the African Diaspora. The 2022 theme considers activities, rituals and initiatives that Black communities have done to be well.

In order to foster good health and wellness Black people have embarked on self-determination, mutual aid and social support initiatives to build hospitals, medical and nursing schools (i.e. Meharry Medical College, Howard University College of Medicine, Provident Hospital and Training School, Morehouse School of Medicine, etc.) and community clinics. Clinics were established by individuals, grassroots organizations and mutual aid societies, such as the African Union Society, National Association of Colored Women and Black Panther Party, to provide spaces for Black people to counter the economic and health disparities and discrimination that are found at mainstream institutions. These disparities and anti-Blackness led to communities developing phrases such as "When white folks catch a cold, Black folks get pneumonia." Initiatives to help decrease disparities have centered several outcomes, including having more diverse practitioners and representation in all segments of the medical and health programs including such as the Ronald E. McNair Scholars. Even the impact of popular culture texts like *Doc McStuffins* cannot be dismissed.

The rise of fields, such as Public and Community Health and Health Informatics have led to a rise in preventive care and a focus on body positivity, physical exercise, nutrition, exploring other dietary options such as veganism and vegetarianism, and gardening. Black Health and Wellness not only includes one's physical body, but also emotional and mental health. At this point in the 21st century, our understanding of Black health and wellness is broader and more nuanced than ever. Social media and podcasts, such as *The Read*, hosted by Crissle and Kid Fury have normalized talking about mental health and going to therapy as well as initiatives such as Therapy for Black Girls. More of us understand the need to hold down, lift up, center, and fight fiercely for our beloved trans siblings and family. Black girls are doing breathwork, and there are whole yoga studios dedicated to people of color.

Mindful of Sister Audre Lorde's words, we are doing more to move forward holistically for the betterment of ourselves, our bodies, our relationships, our communities, and our planet.

We are determined to create a platform that shines a light on the multiple facets of Black health and wellness through education and activism. There is much to uncover, amplify, question, and correct.

In the still overhanging shadow of the COVID-19 pandemic, Black people should and do use data and other information-sharing modalities to document, decry, and agitate against the interconnected, intersecting inequalities intentionally baked into systems and structures in the U.S. for no other reason than to curtail, circumscribe, and destroy Black well-being in all forms and Black lives. Moreover, Black communities must look to the past to provide the light for our future, by embracing the rituals, traditions and healing modalities of our ancestors. These ways of knowing require a decolonization of thought and practice.

[LEARN MORE AT ASALH.ORG](https://www.asalh.org)



ASALH MISSION

To promote, research, preserve, interpret and disseminate information about Black life, history and culture to the global community.

BLACK HISTORY MONTH 2022

Black Health and Wellness

February is Black History Month, "an annual celebration of achievements by African Americans and a time for recognizing their central role in U.S. history" (www.history.com/topics/black-history/black-history-month). The theme for 2022 is "Black Health and Wellness," which aims to close the disparity in health care for Black Americans. This theme further acknowledges the legacy of not only Black scholars and medical practitioners in Western medicine, but also other ways of knowing (e.g., birthworkers, doulas, midwives, naturopaths, herbalists, etc.) throughout the African Diaspora. Find out more about this year's theme on the African American Life and History (ASALH) website at asalh.org/black-history-themes.

MORE RESOURCES ON HEALTH EQUITY AND WELLNESS:

- **African American Wellness Project** provides trusted information that enables and encourages African Americans to better navigate the healthcare system, advocate for themselves, and receive improved care, regardless of insurance or circumstances: aawellnessproject.org
- **Mental Health America (MHA)** highlights the contributions of Black Americans to the mental health movement at mhanational.org/black-history-month
- **Oprah Daily** highlights unsung pioneers in African American history, along with books to read by Black authors and a directory of Black-owned bookstores: oprahdaily.com/black-history-month
- Black History Month 2022 on Twitter is open to all at twitter.com/search?q=black%2Bhistory%2Bmonth%2B2022
- The **CDC's Conversations in Equity blog** is devoted to increasing awareness of health inequities and promoting national, state, and local efforts to achieve health equity: blogs.cdc.gov/healthequity



Wherever you are in your health and wellness journey, **CCA@YourService** can assist. A free, confidential benefit for you and your family, **CCA@YourService** offers professional guidance, provider referrals, and resources to support the mind, body, and spirit.

PHONE: 800-833-8707

WEB: www.myccaonline.com
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