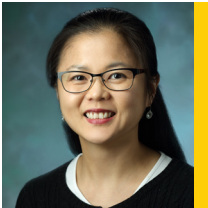


2024 Asian and Pacific Islander Heritage Month Achievers Award Profiles



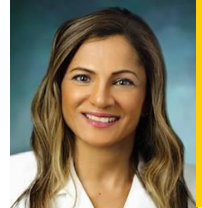
Kelly Koay, M.D.
*Med-Peds Primary Care Provider
Johns Hopkins Community Physicians*

Kelly Koay is committed to delivering quality, equitable and inclusive primary care. A med-peds primary care physician for Johns Hopkins Community Physicians (JHCP), she is also a dedicated educator in her community, where she facilitates weekly educational community development seminars for Baltimore City youth. Koay uses her platform to encourage personal growth while teaching the importance of becoming an agent of positive change.

In clinical practice, Koay is keenly aware of the health disparities that affect the Asian and Pacific Islander population. She demonstrates her awareness during precepting sessions, through which she models how to address these disparities in her patient population.

Koay is active on a number of committees within the organization, including JHCP's Diversity Council and the Johns Hopkins University School of Medicine Faculty Senate, where she contributes her unique perspective on matters that affect part-time faculty.

Koay's commitment to unity and equity is evident in her personal and professional life. She proudly represents her Asian heritage in each endeavor she undertakes. In an effort to improve her own unconscious bias, she collaborated with two colleagues to create and lead a yearlong racial justice curriculum at JHCP White Marsh. The entire practice participated in sessions dedicated to topics of unconscious bias, microaggressions and health disparities. The curriculum culminated in a workshop whereby the team learned of strategies to actively address unconscious bias and microaggressions in the workplace.



Neesha Patel, M.B.A.
*Director, Respiratory Therapy, EEG and
Cardiopulmonary Services
Johns Hopkins Howard County Medical Center*

Neesha Patel is a passionate advocate who drives positive changes and improvements in health care for patients at Howard County Medical Center and in the neighborhoods she serves.

She mentors new respiratory therapists by providing guidance, support and resources to help them advance in their careers. Recognizing a need to create a new pipeline for recruiting respiratory therapists, Patel developed a structure to hire new graduates in respiratory therapy and provide on-the-job training.

Patel is often the first person to volunteer to lead initiatives. During the COVID-19 pandemic, she organized a drive-thru testing operation that provided much-needed services to the community. Patel led by example and worked alongside staff members in the testing tent, and developed the highest volume testing location in all of Johns Hopkins Medicine. As a strong advocate for patients, she successfully led a cardiac and pulmonary rehab program that serves as the only location for such services in Howard County. In addition, Patel introduced respiratory care innovations to residents of Howard County. One such innovation was the development of a classification tool that provides safer care for patients with tracheostomies. The tool was so successful it was adopted by other locations within the health system.

Patel actively demonstrates respect for diverse cultural backgrounds, and has a deep understanding and appreciation for the importance of creating an inclusive work environment. She seeks opportunities to learn about and celebrate different cultures, backgrounds and perspectives, and she treats others with respect, empathy and kindness.

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Patty Satjapot, Ph.D.

*Johns Hopkins Health System
Executive Director, Strategic Initiatives
Office of the Dean/CEO and Office of
Johns Hopkins Physicians*

Patty Satjapot is well-recognized across the JHM enterprise as a go-to leader who consistently sets the standard for excellence and successfully navigates diverse teams through shared journeys to achieve transformational results. Her work ethic, creative problem-solving and action orientation empower her to drive progress in overcoming some of our organization's most complex challenges while simultaneously championing mission-critical initiatives.

Across all her lanes of work, Satjapot can effectively collaborate with anyone by doing what she says she will do and by making individuals feel seen, heard and valued for their unique perspectives and contributions; she demonstrates remarkable emotional intelligence, empathy, kindness and patience in equal measure — whether she is updating a leader, partnering with a peer, or serving as a mentor for rising leaders in the JHM administrative fellowship/residency programs.

Despite her impressive skills and record of accomplishments, Satjapot sets an inspiring example for others with her humility, servant leadership and commitment to doing the right thing for our people and our patients. She is always finding ways to celebrate big and small successes that showcase others within JHM, so this award is a valuable way to put the spotlight on her.

From her previous experiences at Johns Hopkins Medicine International to the Johns Hopkins Business Project Management Office, Satjapot has continuously led teams to implement groundbreaking initiatives across the enterprise. During the development of Yard 56, she transformed the change management and clinical operations efforts of the pediatrics and Gyn/Ob clinics from Johns Hopkins Bayview Medical Center, which increased access to care for primarily Spanish-speaking

patients in Baltimore. In her current role as executive director of strategic initiatives for the Office of the Dean/CEO and Office of Johns Hopkins Physicians, Satjapot provides business planning for projects that are a high priority for the enterprise. She contributes to the reputation and direction of the health system through her work with the Johns Hopkins Medicine ambulatory road map, digital strategy and precision medicine. Satjapot is instrumental in bringing visions to life through her quick decision-making, servant leadership and empathetic communication style. Satjapot continues to contribute to health care improvements not only because it is her job responsibility — she makes an active decision to take part in initiatives that reflect her passion for providing compassionate care to patients.

As an Asian American leader at JHM, Satjapot has consistently advocated for AAPI early careerists, and has played a pivotal role in their development. In her capacity as associate professor for the Bloomberg School of Public Health, she has made vital contributions to the education of future health care leaders, and champions minority groups in health care administration. Moreover, she serves as the preceptor for the Office of Johns Hopkins Physicians (OJHP) administrative residency programs, providing real-world application opportunities and transformative mentorship to AAPI learners. In her high-visibility roles with OJHP and the Office of the Dean/CEO, Satjapot has used her platform to highlight the leadership gap for Asian Americans, who are often considered fully represented in medicine as clinicians but are found in astoundingly few leadership roles. She both transcends this leadership gap on her own and has shown a steadfast commitment to narrowing it for future generations.