Recommendation 1: Enhance the incentives structure for faculty to include diversity, equity, and inclusion activities. Create awareness of the benefits of having faculty engaged in diversity, equity, and inclusion practices.

- The Teaching and Mentoring Academy has launched the Educator’s Portfolio, which contains an enhanced CV that allows faculty to document diversity, equity, and inclusion efforts in three areas: research, teaching, and mentoring.
- The Office of Graduate Education hosts the Graduate Student Award for Excellence in Societal Contributions (GSASC) and the Graduate Education Faculty Awards to recognize and honor graduate students for their contributions to diversity, equity, and inclusion in the Department of Basic Science.
- The Office of Postdoctoral Affairs hosts the Stanford Postdoc JEDI Champion Awards, which recognizes and honors postdoctoral scholars for their contributions to diversity, equity, and inclusion in the Department of Basic Science.

Recommendation 2: Provide more education on and engagement opportunities with diversity, equity, and inclusion topics and issues for faculty, staff, and trainees in the Basic Sciences.

- Stanford University has launched the IDEAL Learning Journey that focuses on anti-racism and allyship and will be offered to all staff in the School of Medicine in phases. The results of the IDEAL DEI Survey are now available along with dashboards and future action steps. Recent accomplishments related to IDEAL are available here.
- The Office of Graduate Education, Office of Postdoctoral Affairs, and Office of Faculty Development and Diversity provides funding to their respective constituency affinity groups to support diversity, equity, and inclusion projects.
- Operating in tandem with Stanford Medicine’s Commission on Justice & Equity, the Office of Graduate Education and Office of Postdoctoral Affairs provide travel grants to graduate students and postdocs to attend science conferences that emphasize diversity, equity, and inclusion, for example SACNAS and ABRIMCS. In addition, the Office of Graduate Education provides travel grants to science conference for students with underrepresented in Basic Science backgrounds.
- The Human Resources Group supports the School of Medicine Staff JEDI Collective that brings together representatives from across the School to connect central and local efforts around justice, equity, diversity, and inclusion (JEDI). The Staff JEDI Collective has ongoing work around the Staff JEDI, along with the Office of Postdoctoral Affairs, Office of Graduate Education, and Office of Faculty Development and Diversity.
- The Stanford Medicine Office of Communications highlights diversity, equity, and inclusion efforts in the Basic Sciences through its multiple media including the Scope blog, StanfordMed Pulse, and StanfordMed TODAY.

Recommendation 3: Generate an effective toolkit of practice for a more inclusive environment for faculty, staff, and trainees in the Basic Sciences.

- The Stanford Biosci Careers Office has developed an Alumni Career Outcomes Dashboard, a tool highlighting PhD alumni outcomes for Stanford Bioscience graduates since 2005.
- The Diversity Center of Representation and Empowerment (DC-RE) is actively used by members of the Biosciences for diversity, equity, and inclusion events, a study space, and a place to connect and build community. In addition, the Office of Graduate Education’s ADVANCE program led the creation of the Racial Justice Library in the D-CORE.
- Resources for anti-racism education and action in the Biosciences have been centralized and are easily accessible on the Black Lives Matter Resources page. The Office of Faculty Development and Diversity is working with departments to explore further ways to embed DEI in faculty searches.
- The Office of Faculty Development and Diversity offers an online course on unconscious bias in medicine as well as external resources on reducing unconscious bias.
"Future Opportunities, Additional Resources, & Contact Information
As of February 2022
Recommendations available here"

The Human Resources Group Justice, Equity, Diversity, and Inclusion (JEDI) team is currently developing a JEDI award program for staff.

The Commission on Justice and Equity recommendation “Require ongoing personal learning to promote an antiracist and inclusive community” will continue to provide diversity, equity, and inclusion education and engagement opportunities.

The Commission on Justice and Equity Bias Reporting and Resolution action-planning working group (APW) was charged with making recommendations on enterprise-wide bias reporting and resolution practices that will lead to a safer and just environment.

The School of Medicine Staff JEDI Collective has ongoing work around the employee experience, including efforts and resources to support research staff.

Stanford Medicine is creating an enterprise-wide Restorative Justice (RJ) hub with facilitators and services available across the School of Medicine, hospitals, and affiliate healthcare centers (e.g. University Health Alliance).

Stanford Medicine resources:
- Commission on Justice and Equity
- Diversity at Stanford Medicine

University-related resources:
- IDEAL Recent Accomplishments
- IDEAL Learning Journey
- IDEAL DEI Survey
- IDEAL Anti-racism Toolkit

Contact Us

For graduate students: Biosciences Office of Graduate Education

For postdoctoral fellows: Office of Postdoctoral Affairs

For faculty: Office of Faculty Development and Diversity

For staff: Human Resources Group Justice, Equity, Diversity and Inclusion (JEDI) Team

For suggestions regarding the Engaging Basic Sciences Researchers task force, contact the Office of Faculty Development and Diversity.