



Engaging Basic Science Researchers Task Force

Progress and Resources

As of February 2022

[Recommendations available here](#)

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 Citizenship and the Graduate Education Faculty Award for Excellence in Diversity & Inclusion. The [Office of Postdoctoral Affairs](#) hosts the [Stanford Postdoc JEDI Champion Awards](#). The [Office of Faculty Development and Diversity](#) hosts the [Dr. Augustus A. White and Family Faculty Professionalism Award](#), [HCOE/OFDD Faculty Fellowship](#), and [McCormick and Gabilan Faculty Awards](#).
- The [Basic Science Diversity Liaisons](#) are appointed by School of Medicine Basic Science Department Chairs and Interdisciplinary Program (IDP) Directors to serve as representatives that liaise between the Chairs or Directors, members of their specific Department or IDP, and the Office of Faculty Development and Diversity, the Office of Graduate Education, and the Office of Postdoctoral Affairs in order to promote diversity best practices across the academic pipeline on an ongoing basis.
- The [Commission on Justice & Equity](#) recommendation "include Inclusion, Diversity, and Health Equity (IDHE) standards in all employee, faculty, and trainee onboarding, performance reviews and promotion processes" has been prioritized and this recommendation will continue through the Commission recommendation implementation. [The Teaching and Mentoring Academy Educator's Portfolio](#) may be submitted for consideration as part of the faculty member's promotion process.
- The [Office of Graduate Education](#) partners with the [Vice Provost for Graduate Education](#), the [Biosciences Grant Writing Academy](#), and across Stanford University to provide fellowships for graduate students from backgrounds that are underrepresented in the Biosciences.

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](#) launched the Racial Equity to Advance a Community of Health (REACH) post-baccalaureate research program to assist scholars in strengthening their applications to medical or graduate school in the biomedical sciences while conducting research as research staff.
- The [Office of Graduate Education](#) and [Office of Postdoctoral Affairs](#) provide travel grants to graduate students, postdocs, and faculty to attend science conferences that emphasize diversity, equity, and inclusion, for example SACNAS and ABRCMS. 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 employee experience, including efforts to support research staff.
- 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 2000.
- The [Diversity Center of Representation and Empowerment, or D-CORE](#), 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-racist education and action in the Biosciences have been centralized and are easily accessible on the [Black Lives Matter Resources page](#), including the [Office of Graduate Education's Centering Black Community Needs](#) guide and [Commitment to Justice & Action](#), along with the [IDEAL anti-racism toolkit](#).
- The [Office of Faculty Development and Diversity](#) provides multiple resources for an equitable and inclusive faculty search process to departments, including presentations to search committees on reducing bias in recruitment and interview process. 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.

Engaging Basic Science Researchers Task Force Future Opportunities, Additional Resources, & Contact Information

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[Recommendations available here](#)

Future Opportunities

- 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).

Additional Resources

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](#).