

Dear Dean Minor, Mr. Entwistle, and Mr. King,

We, the Stanford Medicine Diversity Cabinet, recognize the importance of this moment in the Black Lives Matter movement and the need to move to action to support our Black community members. We have reached a strong consensus on recommendations provided by Diversity Cabinet members as well as recommendations submitted by student and trainee affinity groups to Stanford University and Stanford Medicine leadership. Below are items for immediate action, and the accountable leader(s) for each item in parentheses. At a later date, we will provide recommendations on constituency-specific action and issues that we believe need to be addressed. We look forward to the opportunity for you to attend a Stanford Medicine Diversity Cabinet meeting to further discuss those recommendations and how we can move forward together in partnership.

Across Stanford Medicine:

Training

- Require anti-racism, bias, and allyship training for all existing and new faculty, staff and trainees in the School of Medicine. Require anti-racism, bias, and allyship training for all hospital employees. (For Dean Minor, Mr. Entwistle, Mr. King)
- Provide mandatory training/education for all Managers, Supervisors, and Faculty Leaders on Inclusive Leadership and coaching/mentoring of their team. (For Dean Minor, Mr. Entwistle, Mr. King)
- Ensure that all Stanford Medicine security team members have received anti-racism and bias training. (For Dean Minor, Mr. Entwistle, Mr. King)
- Provide expert and specialized assistance for Black academics submitting equity- or diversity-specific grants (e.g., diversity K-awards, health disparities grants, administrative supplements, and loan repayment programs). (For Dean Minor)
- Provide professional development for underrepresented minority faculty, staff, and trainees (e.g., specifically growing efforts for staff, postdocs, and residents to have career coaches, workshops, mentors, and support to attend and travel to conferences). (For Dean Minor)

Reporting

- Develop and communicate a plan for Stanford Medicine that includes oversight, accountability, and transparency in reporting, responses to, and resolving incidents of bias, racism and discrimination and other threats and acts of intolerance as legally permissible that do not meet the requirements of the Clery Act. Different mechanisms may apply for the university and the hospitals. (For Dean Minor, Mr. Entwistle, Mr. King)
- Collaborate with parallel efforts to create and disseminate an annual climate survey assessing racism, injustice, discrimination and oppression. Different mechanisms may apply for the university and the hospitals. (For Dean Minor, Mr. Entwistle, Mr. King)

Community Building

- Fund School of Medicine and Hospital paid positions for trained Black, Indigenous, and People Of Color moderators/facilitators to hold Brave Spaces and other listening

conversation forums for the School of Medicine and Hospital community. (For Dean Minor, Mr. Entwistle, Mr. King)

- Create a community of Black medical students, graduate students, postdocs, residents, fellows, faculty and staff supported by the leadership of two paid individuals, one a faculty member and another a staff leader. (For Dean Minor)

Policy

- Recommend a review of current School of Medicine and Hospital policies, practices and procedures through a diversity and inclusion lens, to identify potential gaps and areas for improvement. (For Dean Minor, Mr. Entwistle, Mr. King)
- The Stanford Medicine administration must unequivocally condemn racism, white supremacy, and affirm that Black Lives Matter in internal and external statements. (For Dean Minor, Mr. Entwistle, Mr. King)
- Observe June 19th as a paid Stanford Medicine holiday. (For Dean Minor, Mr. Entwistle, Mr. King)
- Articulate a new Stanford Medicine mission and vision that includes values of diversity, inclusion, and equity. (For Dean Minor, Mr. Entwistle, Mr. King)

Representation

- Recruit and retain more Black trainees, staff, and faculty. Trainees: Recruit with need-based financial aid and consideration of non-need-based aid directed at expanding diversity. Faculty: Implement fair access for promotion, leadership, and tenure. (For Dean Minor)
- More Black/African-Americans in leadership positions throughout Stanford Medicine (e.g., Hospital Boards, Medical Staff Office, Executive Committee, etc.). (For Dean Minor, Mr. Entwistle, Mr. King)

In solidarity,

Stanford Medicine Diversity Cabinet:

- Cori Bossenberry, Assistant Dean for Human Resources
- Jennifer R. Cohen PhD, Associate Director for Bioscience Diversity Programs
- Anna Dapelo-Garcia MPA, HSA, Inclusion, Diversity, and Health Equity Leader, Stanford Health Care
- Magali Fassiotto PhD, Assistant Dean for Faculty Development and Diversity
- Neil Gesundheit MD, MPH, Senior Associate Dean for Medical Education, Professor of Medicine
- Iris Gibbs MD, Associate Dean for Medical Student Admissions, Professor of Radiation Oncology
- Barbara Hardy MS, Chief Inclusion, Diversity & Health Equity Officer, Stanford Health Care
- Laurence Katznelson MD, Associate Dean for Graduate Medical Education, Professor of Neurosurgery and Medicine
- Shahzad Khan PhD, Postdoctoral Scholar, SURPAS Representative

- Sofie Kleppner PhD, Associate Dean for Postdoctoral Affairs
- Shaila Kotadia PhD, Director of Culture and Inclusion, Chair of the Stanford Medicine Diversity Cabinet
- James Lock MD, PhD, Professor of Psychiatry and Behavioral Sciences
- Bonnie Maldonado MD, Senior Associate Dean for Faculty Development and Diversity, Professor of Pediatrics, Health Research and Policy
- Arturo Molina MD, MS, President, Stanford Medicine Alumni Association, Chief Medical Officer, Sutro Biopharma, Inc.
- Alejandro Martinez PhD, Center of Excellence in Diversity in Medical Education, Executive Director, Threat Assessment, Stanford University
- Fernando Mendoza MD, Associate Dean for Minority Advising and Programs, Professor of Pediatrics
- Kevin Moody, Associate Dean for Human Resources
- Josselyn Pena, President of BioAIMS
- Marcelina Perez MD, Chair of Graduate Medical Education Diversity Committee
- Peter Poulos MD, Director of SMAC, Clinical Associate Professor of Radiology, Gastroenterology and Hepatology
- Claire Rhee MPA, EdD, Co-President of SUMMA (Interim)
- Mijiza Sanchez MPA, EdD, Associate Dean for Medical Student Affairs
- Marcia Stefanick PhD, Director of the WHSDM Center, Professor of Medicine and OB/GYN
- Ayodele Thomas PhD, Associate Dean for Graduate Education and Diversity
- Reena Thomas MD, PhD, Faculty Director of the Center of Excellence in Diversity in Medical Education, Clinical Associate Professor of Neurology
- Leslie Truong, Diversity and Inclusion Coordinator, Lucile Packard Children's Hospital Stanford