Department of Pediatrics
Faculty Meeting
August 13, 2020

Topics:
Stanford Pediatrics Advancing Anti-Racism Coalition (SPAARC)
Update
Lahia Yemane / Lisa Chamberlain
Mentoring
Henry Lee
• Tanja Gruber, MD, PhD
  Professor
• Chief, Division of Hematology, Oncology, Stem Cell Transplantation and Regenerative Medicine
• Director, Bass Center for Cancer and Blood Disorders
• Associate Director for Childhood Cancer, Stanford Cancer Institute
• Alexis Guzman, MD
  Clinical Assistant Professor
  Division of Adolescent Medicine
• Chiu-Yu Chen, MD, PhD
  Clinical Assistant Professor
  Division of Cardiology

• Gurpreet Dhillon, MD
  Clinical Assistant Professor
  Division of Cardiology
• Martha Nicholson, MD  
Clinical Assistant Professor  
Division of Cardiology

• Rebecca Kameny, MD  
Clinical Assistant Professor  
Division of Cardiology

• Bryant Priromprintr, MD  
Clinical Assistant Professor  
Division of Cardiology
• Kavi Madhani, MD
  Clinical Assistant Professor
  Division of Hospital Medicine

• Keith Morse, MD
  Clinical Assistant Professor
  Division of Hospital Medicine

• Gregory Welsh, MD
  Clinical Associate Professor
  Division of Hospital Medicine
• Jacquelyn Crane, MD
  Clinical Assistant Professor
  Division of Hematology, Oncology, Stem Cell Transplantation
  and Regenerative Medicine
Congratulations!

Kevin Chi, M.D.

Henry J. Kaiser Family Foundation Award for Excellence in Clinical Teaching
Congratulations!

Jacob Weatherly, M.D.

Humanism and Excellence in Teaching Award
More than 3.7 million infections and more than 140,000 deaths due to coronavirus disease 2019 (COVID-19) have occurred in the US in the past 6 months. As case counts continue to increase, robust vaccine development efforts unprecedented in scale and speed are being pursued. More than 130 COVID-19 vaccines are in preclinical development using a variety of established and new platforms, and 17 candidate vaccines are undergoing evaluation in clinical trials in the US, Europe, and China. The US government has invested in the development of 5 vaccines as part of Operation Warp Speed. On June 25, the Chinese government approved the...
The Honorable Dr. Stephen M. Hahn
Commissioner
Food and Drug Administration
10903 New Hampshire Avenue
Silver Spring, MD 20993-0002

Dear Commissioner Hahn:

On April 1, 2020, as part of the Subcommittee’s ongoing investigation into the youth vaping epidemic, I presented the Food and Drug Administration (FDA) with the results of early studies indicating that coronavirus presents greater risks to e-cigarette users, and I called on the FDA to clear the market of all e-cigarettes, temporarily, for the duration of the coronavirus crisis. The FDA declined to act, citing the need for more evidence that vaping is a risk factor for contracting coronavirus. That failure to act cost us four months of harm to Americans that we cannot get back.
The SPR and APS fully espouse and support efforts to develop innovative strategies to challenge racism, just as readily as we support the highest values underlying research, education and training in our medical centers. We further support action to identify and eliminate the institutionalized racism that has held back our ability to achieve the highly valued goals and missions that we embrace. We need to express our abhorrence of such actions and the long delays in justice—lessons the country seems to never fully learn, and to work together in our communities and health care settings by increasing awareness of the adverse impacts on child health and well-being.
Congratulations!

Early High School Student Science Kickstarter Pilot Program
&
Short-Term Research Experience Program for Underrepresented Persons (STEP-UP)
Uninterrupted continuous glucose monitoring access is associated with a decrease in HbA1c in youth with type 1 diabetes and public insurance

Ananta Addala¹ | David M. Maahs¹,² | David Scheinker¹,²,³ | Solana Chertow⁴ | Brianna Leverenz¹ | Priya Prahalad¹
COVID-19 and Health Disparities Pilot Grants - OFDD Call for Proposals

Sponsored by Center of Excellence in Diversity in Medical Education, Office of Faculty Development and Diversity

FUNDING:
See maximum funding amount and funding details below

ELIGIBILITY:
Academic Council Faculty
Medical Center Line Faculty
Instructors
Clinician Educators

PURPOSE AND OBJECTIVES

The Office of Faculty Development and Diversity of the Stanford University School of Medicine invites applications for pilot grants in response to the COVID-19 outbreak. These grants are intended to support the advancement of research into the impact of COVID-19 on the wellbeing, health service use, and health outcomes of populations that experience health disparities in the United States. Funds may be used to undertake new research projects or to expand current projects to include an investigation of health disparities.
Congratulations!

Anisha Patel, MD

Strengthening School Nutrition Programs to Address Food Insecurity for Latinx Immigrant Populations during COVID-19 and Beyond

Office of Faculty Development & Diversity’s 2020 COVID-19 & Health Disparities Pilot Grants
Congratulations!

Lisa Chamberlain, MD, MPH

Zooming Out: Disparities in Pediatric Telehealth Utilization Associated with COVID-19

Office of Faculty Development & Diversity’s 2020 COVID-19 & Health Disparities Pilot Grants
Susan Hintz, MD

Are Sociodemographic and Economic Disparities Associated with the Impact of the COVID-19 Crisis on Parents, Families, and Children Born Extremely Preterm in California?

Office of Faculty Development & Diversity’s 2020 COVID-19 & Health Disparities Pilot Grants
Next Meeting:
September 29 @ noon

Topic:
State of the Department
Mary Leonard & Mike Propst
SPAARC: Stanford Pediatrics Advancing Anti-Racism Coalition

Department of Pediatrics
August 13, 2020
Stanford Pediatrics Advancing Anti-Racism Coalition (SPAARC) Mission Statement

To promote a culture of anti-racism in the Stanford Department of Pediatrics through immediate action, development of nimble systems, and longitudinal commitment to ongoing work, engagement, and progress towards equity.
Listening to our Community

- Listening sessions
  - Zoom groups
  - Form response
- Consensus Survey 1: To Identify
- Consensus Survey 2: To Rank
### Our Community

#### Faculty (n= 384)
- White: 194 (51%)
- Asian: 101 (26%)
- Black: 9 (2%)
- Hawaiian: 2 (<1%)
- Hispanic: 21 (5%)
- Declined/Blank: 33 (9%)
- Unidentified: 24 (6%)

#### Staff (n= 423)
- White: 158 (37%)
- Asian: 157 (37%)
- Black: 11 (3%)
- Hawaiian: 2 (<1%)
- American Indian: 6 (1%)
- Hispanic: 48 (11%)
- Declined/Blank: 28 (7%)
- Unidentified: 13 (3%)

#### Learners (n= 284)
- White: 126 (44%)
- Asian: 65 (23%)
- Black: 10 (4%)
- Hispanic: 21 (7%)
- International: 46 (16%)
- Declined/Blank: 16 (6%)
SPAARC First Step: Listening Sessions

- Ten Listening Sessions held June 22-26
- 70 participants
- Goal: Answer 2 questions
  - What are your experiences with racism within the Department?
  - What steps should the department take towards becoming anti-racist?

Brian Richter  
Peds Gastroenterology

Melanie Ramirez  
Peds Advocacy, Gen Peds

Listening Session Participation

- Faculty: 37%
- Staff: 46%
- Learners: 17%
Lack of Diversity
All levels: Leadership, Faculty, Staff, Learners

Leadership
Lack of representation, lack of clear directives prioritizing anti-racist work

Recruitment, hiring, and promotion
Overvaluing meritocracy over holistic review

Difficulty Discussing Diversity/Race at Work
Limited knowledge of racism/allyship; Limited relationships and safe space to hold discussions about race

Microaggressions, unconscious bias, & racial profiling
Lack of reporting streams, follow-up action, or measurement

Poor Community Engagement and Outreach
Distrust in low-income communities of color in clinical care, outreach, & research
SPAARC Second Step: Consensus Surveys

- Participants: All members of the Department (faculty, staff, learners)

- Method: 2 Rounds of Anonymous surveys
  - Round 1: Identify solutions, expand ideas from listening sessions
  - Round 2: Rank solutions in the action plan

Dr. Heidi Feldman  
Develop & Behavioral Peds

Dr. Bonnie Halpern-Felsher  
Adolescent Medicine

Dr. Irene Loe  
Develop & Behavioral Peds
Consensus Survey I: Identify Solutions

- Listening sessions findings shared. Participants asked: Did we miss anything?

**Round 1 Survey**
(n = 269, 23% of Dept)

- Faculty: 111 (30% of faculty)
- Staff: 107 (25% of staff)
- Learners: 51 (17% of learners)
Consensus Survey I: Proposed Solution Themes

- Faculty and Staff Recruitment
- Faculty and Staff Advancement
- Racism & HR
- Training
- Measuring Anti-Racism
- Communication
- Leadership Representation
- Community Engagement
- Mentorship
- Research
- Staff Engagement
Consensus Survey II: Rank Actions

- Participants asked: What are the 5 specific actions you think are the most important to prioritize in the department’s anti-racism plan?

**Consensus Survey II**
(n = 371, 33% of Dept)

- Faculty: 132 (36%)
- Staff: 160 (43%)
- Learners: 79 (21%)
1. Increase **URM representation** in leadership

2. Increase **funding** for **research** on **racial and socioeconomic health disparities**

3. Increase **mentorship of underrepresented minorities** at all levels

4. Use **bias mitigating strategies** for reviewing applications and CVs

5. Implement **training** about **microaggressions & effective allyship**
Top Actions: Faculty vs. Staff

**Faculty**
1. Holistic review in hiring & promotion
2. Mentorship for URM at all levels
3. Diverse recruitment committees

**Both**
1. URM representation in leadership
2. Research racial & socio-economic health disparities
3. Bias mitigation in application review

**Staff**
1. Microaggressions & allyship training
2. Increase staff voice & engagement in department
3. Evaluation of leadership & management re: anti-racism
Top Actions Specific to Learners

- Protected & funded time for all to advance anti-racism
- Training on structural and medical racism

***Other top ranked actions were consistent with faculty and staff (i.e. representation in leadership, mentorship, funding research on health disparities)***
“Actually, we’re just getting started.”

Victor Varnado, Cartoonist in the New Yorker
SPAARCCORE Leadership Team

**Faculty**
- Dr. Caroline Okorie  
  Pulmonary
- Dr. Ananta Addala  
  Endocrinology
- Dr. Kim Hoang  
  PHM
- Dr. Baraka Floyd  
  Gen Peds
- Dr. Elizabeth Talley  
  Nephrology
- Lauren Figg  
  Endocrinology
- Weichen Ling  
  Neonatology

**Staff**
- Allison Guerin  
  Director of Ed
- Tiyasha De Pinto  
  Pediatrics, HR
- Kewana Nichols  
  Rheumatology
- Brian Richter  
  Gastroenterology
- Dr. Mehreen Iqbal
- Emily Pang  
  MS2

**Learners**
- Dr. Ria Pal
- Dr. Vania Singleterry
- Dr. Catherine Tcheandjieu
- Dr. Catherine Tcheandjieu
Why people joined SPAARC leadership team

"I want to be a part of something that is lasting"

"I want to hold institutions accountable"

"I'm action oriented"

"This will be an ongoing journey"

"I want to be a part of a group that does this work"

"I wanted to be a part of the cause"

"I want to raise up and change things here"

"With everything happening in the world I need to see change"
Foundation of an Action Plan

- Faculty and Staff Recruitment and Advancement
- Racism, HR, & Measurement
- Training
- Communication
- Leadership Representation
- Local Community Engagement & Research
- Staff Engagement
Faculty & Staff Recruitment and Advancement

Bias mitigation in application review

Holistic review in hiring and promotion

Dr. Caroline Okorie
Pulmonary

Weichen Ling
Neonatology
Racism, HR, and Measurement

Review & report departmental data routinely to assure equal treatment

Create review committee to oversee complaints re: bias, discrimination
Training

Training on microaggressions & effective allyship ("what to do")

Education on structural / medical racism
Communication

Increase town halls and grand rounds on medical racism and racial health disparities

Include imagery and artwork that celebrate diversity in departmental spaces
Leadership Representation

- Increase URM representation in leadership
- Create leadership roles dedicated to diversity/anti-racism

Dr. Kim Hoang  
PHM

Kewana Nichols  
Rheumatology
Local Community Engagement & Research

Increase research on racial & socioeconomic health disparities

Increase mentorship of URM students at all levels
Staff Engagement

Dr. Lisa Chamberlain  
*General Pediatrics*

Tiyasha De Pinto  
*Pediatrics, HR*

Increase staff voice and opportunities in department initiatives
Indicate your interest in joining a SPAARC Action Team

“If not us, then who? If not now, then when?”
- Representative John Lewis

[Link here]
SPAARC: Organization Chart

Advisory Board

SPAARC

Leadership Team

Evaluation Team

Team 1: Faculty, Staff Recruitment & Advancement

Team 2: Racism, HR, & Measuring

Team 3: Training

Team 4: Communication

Team 5: Leadership Representation

Team 6: Local Community Engagement & Research

Team 7: Staff Engagement
SPAARC Advisory Board – 1st meeting Oct 2020

Paul King
Mary Leonard
Eric Sibley
Mike Prosp	t
Bonnie Maldonado
Marcie Atchison
Gary Darmstadt
Becky Blankenburg
SPAARC: Timeline

June – August
Listening Sessions, Delphi Surveys
*Report Back*

August - September
Develop Action Plan and Build Teams
*Report Back*

October-April
Implement Action & Evaluation Plans
*Report Back*

May 2021
Report Back to the Department
“The beauty of anti-racism is that you don't have to pretend to be free of racism to be an anti-racist. Anti-racism is the **commitment to fight racism wherever you find it**, including in yourself. And it's the only way forward.”

- Ijeoma Oluo,

**Author of So You Want to Talk About Race**

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**Stanford Anti-Racism Book Club:**

Next Session Friday, August 21st 12-1pm
Thank you!

Consensus Survey 2

Indicate Interest for a SPAARC Action Team

Any questions? Contact us!

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Lisa Chamberlain
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