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%)
- Hispanic: 48 (11%)
- American Indian: 6 (1%)
- 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%
Listening Sessions: Qualitative Findings of Issues

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**  
\((n = 269, 23\% \text{ of Dept})\)

- Faculty: 111 (30\% of faculty)
- Staff: 107 (25\% of staff)
- Learners: 51 (17\% of learners)

**Participation by Position**

- Learner 21\%
- Faculty 36\%
- Staff 43\%

**Racial/Ethnic Breakdown**

- White 56\%
- Hispanic/Latinx 10\%
- Asian 23\%
- Black or African American 5\%
- Prefer not to answer 3\%
- Other 3\%
Consensus Survey I: Proposed Solution Themes

- Faculty and Staff Recruitment
- Leadership Representation
- Faculty and Staff Advancement
- Community Engagement
- Racism & HR
- Mentorship
- Training
- Research
- Measuring Anti-Racism
- Staff Engagement
- Communication
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%)

**Participation by Position**

- Learner: 19%
- Faculty: 36%
- Staff: 40%

**Racial/Ethnic Breakdown**

- White: 54%
- Asian: 25%
- Black or African American: 9%
- Hispanic/Latinx: 3%
- Prefer not to answer: 4%
- Other: 4%
Top Actions – Entire Department

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

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

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

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

**Both**
1. URM representation in leadership
2. Research racial & socio-economic health disparities
3. Bias mitigation in application review
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)***
We listened – now what?

“Actually, we’re just getting started.”

Victor Varnado, Cartoonist in the New Yorker
## SPAARCC CORE Leadership Team

<table>
<thead>
<tr>
<th>Faculty</th>
<th>Staff</th>
<th>Learners</th>
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</table>
| Dr. Caroline Okorie  
*Pulmonary* | Lauren Figg  
*Endocrinology* | Dr. Ria Pal  
*Endocrinology* |
| Dr. Ananta Addala  
*Endocrinology* | Allison Guerin  
*Director of Ed* | Dr. Vania Singleterry  
*Rheumatology* |
| Dr. Kim Hoang  
*PHM* | Weichen Ling  
*Neonatology* | Dr. Mehreen Iqbal  
*Rheumatology* |
| Dr. Baraka Floyd  
*Gen Peds* | Tiyasha De Pinto  
*Pediatrics, HR* | Dr. Catherine Tcheandjieu  
*Rheumatology* |
| Dr. Elizabeth Talley  
*Nephrology* | Brian Richter  
*Gastroenterology* | Emily Pang  
*MS2* |
Why people joined SPAARC leadership team

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

"I want to hold institutions accountable"

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

"I'm action oriented"

"This will be an ongoing journey"

"I want to make change"

"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
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
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

Increase staff voice and opportunities in department initiatives

Dr. Lisa Chamberlain  
*General Pediatrics*

Tiyasha De Pinto  
*Pediatrics, HR*
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 Advisory Board – 1st meeting Oct 2020

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

SPAARC: Timeline
“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

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!

Lahia Yemane
lyemane@stanford.edu

Lisa Chamberlain
lchamberlian@stanford.edu