Taking Action

Enough is enough.

We will not be silent.

Real change will come from sustained action.
“Actually, we’re just getting started.”
Step 1 – Listening Sessions

- We need to spend time hearing from people. People who are hurting. People who want to help and don’t know where to start. All are welcome.

- Listening session: 45 mins, small groups, confidential, moderated zoom calls. What have you seen, experienced? How did it affect you? What do you need? What should our Department do differently?

Sign up by 6/12 using this QR code or accessing short link:

https://qrco.de/StanfordPedsListenSession
Step 2: Build Action Plan

- Your voices will inform the Action Plan to guide us over next year

- Participants: All members of the Department (faculty, staff, residents/fellows)

- Action Plan built using a Delphi process led by Heidi Feldman
  - Method: Use of anonymous **surveys** issued to participants in 3 rounds
  - Responses from each round are fed back to the participant in a summarized form before the next round of the survey to move toward **consensus**

- We will reach the Action Plan by consensus – it will be yours
  - The final plan may not include your first choice
  - It will represent our collective wisdom
Step 3: Implement Action Plan

- June 24 & July 21: Report Back
- August: Develop Action
- Sept-April: Build teams to move forward
- May 2021 Report back to Department
What are we going to DO?

First thing: To achieve **consensus** on **actions** the Department of Pediatrics will take to increase diversity, facilitate inclusion, & equity

- **Short term**
- **Medium Term**
- **Long Term**

**CLINICAL CARE**

**RESEARCH**

**POLICY & COMMUNITY ENGAGEMENT**

**EDUCATION**

**FACULTY AFFAIRS**

**FINANCE & ADMINISTRATION**
Self-nomination leadership team

We need a core leadership team to design and implement the action plan.

Sign up using this QR code or accessing short link:

https://qrco.de/StanfordPedsConfrontRacismTeam
What we hope you hear

We want to hear from as many as want to join us

There are now and will be many ways to participate
Facilitate / Moderate
Educate
Advocate
Participate in staff and faculty recruitment
Spearhead something new
This is different.

And we are ready.

If you need help reach out to us.

We are all in this together.

"Our lives begin to end the day we become silent about things that matter."

–Dr. Martin Luther King
Participation Links – open until 6/12

Participate in a conversation group
Self-nominate to join leadership team

Welcome email inquiries: Email lchamberlain@stanford.edu