Office of Diversity, Equity, Inclusion & Justice

Baraka Floyd
Associate Chair of DEIJ

Allison Guerin
Director of Education

Emmett Griffith
Manager of DEIJ

Areas of Collaboration
- Clinical
- Research
- Education
- Community Engagement
- Administration
Department DEIJ Committee

- Baraka Floyd
  Associate Chair of DEIJ

- Mary Leonard
  Department Chair

- Mike Propst
  Director of Finance & Administration

- Eric Sibley
  Professor

- Carmin Powell
  Diversity Liaison
  BFAM Faculty Lead

- Allison Guerin
  Director of Education

- Shawna McManus
  Director of HR & Academic Affairs

- Ananta Addala
  Instructor

- Emmett Griffith
  Manager of DEIJ

Department Chair
Our Shared Mission

We develop, implement, and expand systems and structures to advance diversity, equity, inclusion, and justice in support of the mission of the Stanford Department of Pediatrics through active listening and intentional collaboration.
Our Shared Vision

All members of the Department of Pediatrics are engaged in continuous learning and improvement to foster a culture where diversity, equity, inclusion, and justice are central to all aspects of our work.
**Our Shared Values**

**Diversity**

We define **diversity** broadly to include all aspects of human differences including but not limited to socioeconomic status, race, ethnicity, language, nationality, sex, gender identity, sexual orientation, religion, geography (including rural and highly rural areas), disability, and age.

**Equity**

**Equity** involves acknowledging intentional and unintentional barriers upheld by systems of oppression and promoting systems change that assures fair distribution of resources and opportunities for DoP faculty, staff, and trainees.

**Inclusion**

**Inclusion** involves authentic and empowered participation, with a true sense of belonging and full access to opportunities.

**Justice**

**Justice** is the systematic fair treatment of all people with deliberate systems and supports to achieve and sustain equitable opportunities and outcomes for all.
Universal Goals

*From the Stanford Medicine Commission on Justice & Equity Report:*

- 10% Black
- 10% other underrepresented racial minorities including Hispanic/Latinx, Southeast Asian and Indigenous community members
- 10% other underrepresented groups including lesbian, gay, bisexual, transgender, queer/questioning, intersex, asexual (LGBTQIA) and disabled community members

**A More Diverse Community:** Increase diversity* of faculty and staff in DoP to 30% by 2030

**Culture of Belonging:** Faculty, staff, and trainees of all backgrounds feel included and represented in the DoP

**Culture of Belonging:** 100% of faculty and staff develop individual DEIJ goals yearly

**A Culture of Belonging—Personal Learning:** 70% of department receives yearly education in DEIJ topics

**Leadership Commitment:** Sustained budgetary investment on DEI and Health Equity to match needs of DoP
Pediatrics DEIJ Journey

Anti-Racism

SPAARC 1.0
Action Planning & Early Implementation
June 2020 - June 2021

SPAARC 2.0
Implementation
Jan 2022 - June 2022

Listening Sessions
Understanding of Issues & Opportunities
March 2022 - May 2022

ARISE Intersectional Coalition
Implementation
Sept 2022 - June 2023

LGBTQIA+, Disabilities, Gender, Faith

Intersectionality & Inclusion

Act Respond Include Sustain Empower
The Stanford Pediatrics Advancing Anti-Racism Coalition (SPAARC) was established in June 2020 (by co-chairs Lisa Chamberlain, MD, MPH and Lahia Yemane, MD) with the mission of promoting a culture of anti-racism in the DoP through immediate action, development of nimble systems, and longitudinal commitment to ongoing work, engagement, and progress toward equity.
Pediatric Departmental Advocacy: Our Experience Addressing the Social Challenges of Coronavirus Disease 2019 and Racism

Melanie R. Ramirez, BA¹,², Janine S. Bruce, DrPH, MPH¹,², Alexander J. Ball, MD, MPH¹,³, Simran Gambhir, MD¹,³, Katarzyna Zabrocka, MD, MA¹,³, Omar Sahak, MD, MPH³,⁴, Salma Dali, MD¹,³, Kamaal A. Jones, MD¹,³, and Lisa J. Chamberlain, MD, MPH¹,²
74 faculty, staff, learners on SPAARC action teams

Faculty, Staff Recruitment & Advancement
- Caroline Okorie
- Weichen Ling
- Elizabeth Talley
- Lauren Figg

Racism, HR, & Measurement
- Baraka Floyd
- Allison Guerin

Training

Leadership Representation
- Kim Hoang
- Kewana Nichols

Communication
- Lahia Yemane
- Brian Richter

Community Engagement, Research & Mentoring
- Ananta Addala
- Melanie Ramirez

Staff Engagement
- Lisa Chamberlain
- Shawna McManus
SPAARC 2.0

Succession Planning
Tim Cornell  Akanksha Gupta

Anti-Racism Expectation Statement
Elizabeth Talley  Lauren Figg

Discrimination Navigation & Mediation
Rebecca Kameny  Allison Guerin

Community Engagement & Research
Bonnie Halpern-Felsher  Talia Menezes

Staff Engagement
Kathleen Boyd  Weichen Ling

Staff Opportunities Exploratory Committee
Christy Sandborg  Nam Ly-Sarmiento

66 faculty, staff, learners on SPAARC action teams
SPAARC 2.0 Advisory Committee

Paul King
President & CEO, LPCH

Rick Mazjun
Chief Operating Officer, LPCH

Terrance Mayes
Associate Dean for Equity & Strategic Initiatives, SOM

Mary Leonard
Department Chair, DoP

Mike Propst
Director of Finance & Administration, DoP

David Maahs
Associate Chair of Academic Affairs, DoP

Becky Blankenburg
Associate Chair of Education, DoP

Eric Sibley
Professor, DoP

Katherine Bianco
Clinical Associate Professor, OBGYN
## Areas of Focus

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Diversity, Equity, Inclusion & Justice Updates

HR & Academic Affairs
HR Data

Tracking Protected Characteristics

• Dept plans to track protected characteristics for all faculty and staff using expanded definitions for gender, race/ethnicity, etc. built off expanded SPAARC 1.0 survey

Diversity Dashboard

• With updated data, Dept plans to create a diversity dashboard with metrics updated annually (SPAARC 1.0)
Faculty & Staff Annual Reviews

Faculty Goals & Achievements Form

- Field added to Faculty Goals & Achievements form to identify “Contributions to DEI/Anti-Racism” (SPAARC 1.0)

Faculty Bonus Incentive Plan

- DEIJ Units survey being developed to add to Faculty Bonus plan to allow for a bonus for work promoting DEIJ (SPAARC 1.0 DRIVE units)

Staff Mentorship Conversations

- Staff mentorship conversation guides created and received buy-in for this strategy from departmental leadership (SPAARC 1.0)
Expectations & Discrimination Navigation

Department Anti-Racism Expectation Statement Created (SPAARC 1.0)

Navigation process for mediating when discrimination occurs being developed (SPAARC 2.0)
Faculty & Staff Bias Training

Bias training on best practices in recruitment and retention/promotion offered to:

- Faculty Search Committees (at the start of each search)
- Division Chiefs & Division Managers (annually)
- Appointments & Promotions Committee (annually)
Leadership Representation

Faculty Leadership Position Term Limits

• Implementing term limits for certain leadership positions, with opportunity to renew (SPAARC 1.0)

Succession Planning Resources

• Developing resources for succession planning in faculty and staff leadership roles and professional development opportunities (SPAARC 2.0)

Advertising Open Leadership Positions

• HR & Academic Affairs team to advertise open faculty and staff leadership positions (SPAARC 1.0)
Research
Parent Advisory Sessions

- SPAARC 1.0 action team held 3 advisory sessions with 6 local UIM families
- Learned about barriers to engaging in research, solutions to improve research relations with communities of color, and interventional programs to improve engagement

Equity in Research Lectures

- Goal for 100% of residents and fellows to receive equity in research training session
- Launched in 2020-21 and delivered to residents and fellows

Presentations & Infographics

- SPAARC 2.0 action team will develop plan for sharing results of research back with the local community and developing infographics to summarize important research findings
- Partnering with Office of Child Health Equity & MCHRI

Ananta Addala
Supporting UIM Trainees in Research

- **Stanford Undergraduate Students**
  - MCHRI DRIVE Research Summer Internship

- **Residents/Fellows**
  - AMSPDC Frontiers in Science Program
  - Physician Scientist Development Program (K12)
  - NIH Diversity Supplements

- **Postdocs**
  - Stanford PRISM (Postdoctoral Recruitment Initiative in Sciences and Medicine) Program
  - Stanford Medicine Propel Postdoctoral Scholars Program
  - Grant Writing Academy Jump Start Awards
  - NIH Diversity Supplements

- **Instructors**
  - Bridge to K Program
HEAL Anti-Racism Seminar
4-hour educational workshop on structural racism, medical racism, microaggressions, and allyship.

HEAL Email Challenge
Two-week email challenge to promote continuous learning and reflection.

Health Equity Rounds
Multidisciplinary case-based rounds discussions to highlight the role of bias in patient care and outcomes.

Huddle Guides
One-page resource guides to distill anti-racism concepts into bite-sized materials for clinical teams.

Developed from the work of the SPAARC 1.0 Training Action Team

HEAL Initiative Co-Directors
Baraka Floyd
Allison Guerin

Program Manager
Emmett Griffith
44% Completed

47% of staff & 41% of faculty have completed the training thus far (n=463)

Goal for 70% of Department of Pediatrics Faculty and Staff to complete the training by August 31, 2022.
HEAL Anti-Racism Seminar: Large Group Facilitators

Ananta Addala  Endocrinology
Kathleen Boyd  Hospital Medicine
Joyce Hsu  Rheumatology
Rebecca Kameny  Cardiology
Weichen Ling  Neonatology
Nam Ly-Sarmiento  Neonatology
Irene Loe  DBP

Talia Menezes  CDCM
Emily Oleisky  Cardiology
Shamita Punjabi  Neonatology
Brian Richter  Gastroenterology
Mary Riordan  Pediatrics
Jessie Wong  Endocrinology
HEAL Anti-Racism Seminar: Small Group Facilitators

Marwa Abu El Haija
Gastroenterology

Ritu Asija
Cardiology

Rasika Behl
Infectious Diseases

Sumit Bhargava
Pulmonary

Kevin Couloures
Critical Care

Juanita Greene
Adolescent Med

Carrie Johnson
Pediatrics

Shumi Khan
Pediatrics

Margaret V. Lin
General Pediatrics

Esmeralda Morales
Pulmonary

Noga Ravid
Hospital Medicine

Susette Shipp
Stem Cell

Caroline Toney-Noland
Neonatology

Grant Wells
MCHRI
Health Equity Rounds

Goals & Progress

• Health Equity Rounds piloted 5 times in FY21
• Health Equity Rounds held during Pediatric Grand Rounds in Sept 2021
• Goal to implement Health Equity Rounds throughout inpatient and outpatient units at SCH
• FPO Incentive for FY22 includes DEI metric; 15 units selected Health Equity Rounds to be completed by August 31, 2022

Faculty Leads

Rebecca Kameny
Amit Singh
Clinical Huddle Guides

Goals & Progress

• Piloting huddle guides in the Johnson Center in spring 2022
• Goal to implement huddle guides throughout inpatient and outpatient units at SCH
• FPO Incentive for FY22 includes DEI metric; 6 units selected huddle guides to be implemented by August 31, 2022 on strategies for tackling bias
Pediatrics Internship Program at Stanford

Developed from the work of the SPAARC 1.0 Community Engagement, Research & Mentoring Action Team

Program Details
- Piloted in Summer 2021
- 29 Bay Area high school students (85% UIM) participated
- 5 week program, 20 hours per week

Participation
- 16 Faculty Labs served as mentors
- 55 total faculty, staff, postdocs lab members participated

Curriculum
- 6 hours per week of curriculum sessions on research, careers in science and medicine, college prep
- 30 faculty, staff, and trainees served as facilitators

Outcomes
- Significant increase in interest and intent in pursuing a career in science and medicine
- Increased knowledge of research, college prep, and having mentors that look like them
DRIVE in Research Pipeline Program

- Provides students to UIM/first generation/low income Stanford undergraduate students interested in pursuing biomedical research careers
- Students matched with MCHRI faculty mentors
- 10 students in Summer 2021
- Received grant from Vice Provost of Undergraduate Education to expand to 20 students in 2022
**UIM Support for the GME Pathway**

**Stanford Clinical Opportunity for Residency Experience (SCORE) Program**

- 4 week rotation at Stanford for 4th-year UIM medical students
- Paired with faculty and resident mentors
- $2,000 stipend for the student and housing
- Participating in SCORE since 2010, 7 SCORE applicants for incoming residency class & SCORE alumni are faculty in Dept

**Promoting Resident Experiences in the Subspecialties at Stanford (PRESS) Program**

- 4 week rotation at Stanford for UIM Pediatrics residents
- Paired with faculty and fellow mentors
- $2,000 stipend for the resident and $3,500 for housing
- Piloting in spring 2022 with 5 residents, plan to expand for 2023
PRESS Residents 2022

Michael Munoz
Monmouth Medical Center
Pediatric Endocrinology

Eduardo Castillo Leon
Morehouse School of Medicine
Pediatric Gastroenterology

Mahmud Elfituri
Icahn School of Medicine at Mount Sinai
Pediatric Cardiology

Yasmeen Midgette
Wake Baptist Health
Neonatal-Perinatal Medicine

Laibah Ejaz
SUNY Upstate Medical University
Pediatric Critical Care Medicine
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<th>Residency</th>
<th>Fellowships</th>
<th>Postdocs</th>
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<tr>
<td>• Bias in recruitment training for Intern Selection Committee</td>
<td>• Annual bias in recruitment training for fellowship program leaders</td>
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<tr>
<td>• Structured interviews</td>
<td>• DEI recruitment sessions for fellowship applicants</td>
<td>• Plan to implement recommendations from SPAARC 1.0 action team on supporting UIM postdoc recruitment</td>
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<td>• Treat USMLE as pass/fail</td>
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<tr>
<td>• DEI recruitment sessions for residency applicants</td>
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Diversity, Equity, Inclusion & Justice Updates

Communication & Imagery
• Grand Rounds Committee implemented recommendations from SPAARC 1.0 Communications Action Team

• Heritage Month speakers

• Specific intention to identify UIM speakers

• Worked with IT at SCH about using diverse imagery on EPIC homepages (SPAARC 1.0)

• Partnering with EPA Center in East Palo Alto to commission artwork for Peds walls in CAM

• Created dedicated DEIJ website on DoP page

• Created social media campaigns (i.e., Black History Month) to highlight importance of DEIJ in Pediatrics

• Plan to launch DEIJ monthly newsletter this spring
Diversity, Equity, Inclusion & Justice Updates

Staff Engagement
Staff Engagement

- DEIJ content added to monthly New Staff Orientation
- Staff identified priority areas of community volunteering opportunities and a desire to engage in books clubs and discussion groups focused on anti-racism and DEIJ work (SPAARC 1.0)
- Planning of engagement activities underway (SPAARC 2.0)
- Exploration of opportunities for staff underway (SPAARC 2.0)
Diversity, Equity, Inclusion & Justice Updates

Listening Sessions
Listening Sessions

Offered Spring - Summer 2022

- LGBTQ+
  currently underway

- Gender

- Disability
  currently underway

- Faith & Spirituality

Stanford Medicine
Office of Diversity, Equity, Inclusion & Justice
Department of Pediatrics
ARISE
Intersectional Coalition

Content learned in Listening Sessions will be used to establish faculty/staff coalition to tackle projects based on needs of intersectional identities

Act
Respond
Include
Sustain
Empower
Goals & Achievements

2,092

DEIJ goals set by faculty in the 2021 Goals & Achievements Process

We will analyze goals set by faculty and report back on how we are supporting your goals at the SPAARC 2.0 Town Hall in April 2022
Future Plans

**HEAL Initiative**
- 2.0 Trainings: Microaggressions, Gender Inclusivity
- Full implementation of quarterly HERs
- Full implementation of huddle guides

**Education**
- Expansion of PIPS
- Expansion of PRESS
- Middle school / early high school pathway program

**Protected Characteristics**
- Align data collection across DoP
- Align with outside groups (GME, University)
- Implement demographic survey
- Develop Department Diversity Dashboard

**HR & Academic Affairs**
- Implement discrimination navigation & mediation structure
- Implement staff engagement opportunities
- Implement succession planning recommendations

**SPAARC**
- Finish SPAARC 2.0
- Complete listening sessions
- Develop the ARISE Intersectional Coalition based on work from SPAARC and listening sessions
Metrics

Key Metrics

- Attendance
- Activity evaluations
- Short and long-term behavior change
- QI/PI initiatives

Diversity & Inclusion Survey

- Brief survey
- Allows us to create inclusion scorecard
Thank You!

Sign up for a Disability Listening Session

Sign up for a LGBTQ+ Listening Session

Sign up for a HEAL Anti-Racism Seminar