

DEPARTMENT EXPECTATION STATEMENT ON ANTI-RACISM

The Department collectively and publicly commits to continuously promoting anti-racism and equity through its policies, programs, and practices at all levels.



RESOURCES

[Anti-Racism Toolkit for Managers](#)
[Stanford Pediatrics Advancing Anti-Racism Coalition \(SPAARC\)](#)
[Resources to Address a Workplace Concern](#)

Expectations of Workforce

Commitment to Working Through Unconscious Biases:

Faculty, Staff, and Learners commit to...

- Developing awareness of and accepting our own biases with self-compassion. Having biases is not our fault, but limiting their impact on our actions is our responsibility.
- Examining our personal growth journey moving from the Fear and Learning Zones into the Growth Zone. Understand each individual will have different experiences in different circumstances – be thoughtful about your coworkers and reflective about your own views.
- Participating in departmental training on bias and using the passport of resources and racial equity challenge to support individual learning and reflection.
- Leading and participating in open discussions about race.
- Curiosity and questioning – looking for norms, values and practices that advantage white people.
- Getting comfortable with being uncomfortable, with understanding and embracing conflict as part of the process. Assuming positive intent and noting the tendency towards defensiveness.
- Ongoing learning, improvement and transformation.

Commitment to the Journey of Allyship:


Faculty, Staff, and Learner Allies commit to...

- Listening when Black, Indigenous, and People of Color (BIPOC) are sharing their stories and experiences.
- Amplifying the messages of BIPOC so their thoughts and ideas are heard in their own voice.
- Being upstanders, and to speaking up when they witness structural or interpersonal injustice or have an opportunity to educate or advocate.

Commitment to Upholding an Anti-Racist Culture in the Department of Pediatrics:

Faculty, Staff, and Learners commit to...

- Actively dismantle structures that perpetuate racism.
- Creating and promoting psychologically safe spaces where team members can openly share and be vulnerable.
- Integrating new learning into daily practice with leaders, coworkers, and patients.



“Taking action to confront and reject racism and discrimination is a critical role for all of us...”
-Stanford Anti-Racism Toolkit, 2020

Expectations of Department

Commitment to Strong Organizational Measurement and Response to Racism and Discrimination:

The department commits to...

- Measuring, examining and challenging systems of oppression within the department.
- Conducting periodic and longitudinal surveys (with qualitative and quantitative data collected) no less than annually to measure department culture and climate around anti-racism, and modify policies, practices, and programs accordingly.
- Identifying safe ways to track instances of racism and discrimination, and creating metrics for improvement.
- Developing a committee of peer navigators (faculty, staff, and learners from the department with expertise in response and mitigation) to act as a support and resource to individuals who have experienced racism or discrimination, and to provide expert recommendations to Associate Chair of DE&I around process improvement for reporting and measurement.
- Promoting clarity and transparency around the reporting process, and taking into consideration the unique structure of the organization that intersects with Stanford University, the School of Medicine, and Stanford Children's Health.
- Actively engaging with faculty, staff, and learners to increase comfort in reporting experiences and witness events of racism and discrimination.
- Responding to reports immediately and resolving issues within 60 days of the report.
- Integrating DE&I into evaluations for faculty and staff through specific milestones, reflections, and expectations set by the department leaders.

“Anti-racism involves ‘taking stock of and eradicating policies that are racist, that have racist outcomes, and making sure that ultimately, we’re working towards a much more egalitarian, emancipatory society.’”

-Stanford Anti-Racism Toolkit, 2020

Expectations of Department

Commitment to Providing Continuing Training on Anti-Racism:

The department commits to...

- Strong, measurable organizational improvement.
- Developing inclusive learning and work environments.
- Providing targeted education and training that addresses a breadth of topics related to anti-racism, and that caters to department members from the Fear and Learning Zone through the Growth Zone.
- Providing ongoing learning and engagement opportunities that support faculty, staff, and learners in their journey toward anti-racism.
- Ensuring that 100% of department members complete training on microaggressions and implicit bias, medical racism, and allyship.

Commitment to Promoting Diverse and Representative Leadership:

The department commits to...

- Maintaining an Equity Dashboard across faculty and staff in the department.
- Supporting a recruitment process that is centered on principles of diversity, equity and inclusion.
- Fostering sponsorship and mentorship with under-represented minority faculty, staff, and learners within each division to facilitate retention and promotion.
- Supporting the development of mentors and leaders to include anti-racism, equity, and inclusion as part of their mentorship through education and development.
- Being intentional in selecting a diverse team beyond technical skills to promote multiple perspectives and enrich conversations around projects and programs.



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