SPAARC: Stanford Pediatrics Advancing Anti-Racism Coalition

SPAARC Town Hall
June 15, 2021
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** towards equity.

June 4, 2020: Stanford Pediatrics Residency Advocacy Council Rally

June 9, 2020: Confronting Racism Dept Meeting
SPAARCC: Timeline

- **July-Aug 2020**
  - Assess Dept Needs
  - Develop Action Plan

- **Sept 2020- Dec 2020**
  - Build Teams to Move Forward

- **Jan 2021–May 2021**
  - Solicit Dept Feedback
  - Action Teams Implement

- **June 2021**
  - Report Back to Department

- **July 2021**
  - Transition to Assoc Chair of DEI

- **SPAARCC: Timeline**

  - Jan 2021–May 2021
    - Solicit Dept Feedback
    - Action Teams Implement

  - June 2021
    - Report Back to Department

  - July 2021
    - Transition to Assoc Chair of DEI
Listening to Our Community

- Listening Sessions
  - What are the issues?
- Consensus Survey 1
  - What are the solutions?
- Consensus Survey 2
  - What are the priorities?
- SPAARC Leadership Action Survey
  - What specific actions to take?
Department of Pediatrics:
7 Implementation teams led by Faculty-Staff dyads

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

Racism, HR, & Measuring
Baraka Floyd, Allison Guerin

Training

Leadership Representation
Kim Hoang, Kewana Nichols, Tandy Aye

Communication
Lahia Yemane, Brian Richter

Local Community Engagement & Research
Ananta Addala, Melanie Ramirez

Staff Engagement
Lisa Chamberlain, Shawna McManus
Recruitment & Advancement

Goals

- To create transparency/accountability about the demographics of the Department across various roles.
- To develop equity and accountability in the recruitment process for faculty, staff, postdocs, and trainees that is centered on principles of diversity, equity and inclusion.
- To establish structures that promote equitable sponsorship/mentorship that promote advancement opportunities for both faculty and staff in the department.

Metrics (long term)

- ↑ URM population across Stanford community (Commission on Justice and Equity sets 30% by 2030)
- ↑ Promotion and retention of URM Faculty/Staff/Trainees
# Recruitment & Advancement

## Goal 1: Create Equity Dashboard
- Build out and publicize diversity dashboard for department (to be posted on Dept Website)
- Determine potential goals (based on our specific community demographics)
- Determined cadence of refreshing data and determine plan to measure progress (annually)

**Pending:** Completion of Dashboards by IT

## Goal 2: Increase recruitment of URM Faculty/Staff/Trainees
- Created Faculty/Staff/Trainee/Post-Doc Recruitment Anti-Bias Guides
- Standardized CE Recruitment Process
- Developed expectations for role of Diversity Liaison
- Centralize job listing (replacing current portal) for Professoriate/CE positions - beginning in Fall
- Ongoing: Staff mentorship structure to be integrated with HR

**Pending:** Review of Guidelines by Associate Chair for DEI

## Goal 3: Increase promotion of URM Faculty/Staff/Trainees
- Created Mentorship Framework/Toolkit for Staff
- Establish a culture of deliberate sponsorship of junior URM faculty
- Establish DRIVE units system to credit work in DEI
- Increase diversity of the Stanford faculty network (e.g. increase the diversity of visiting speakers, partner with HBCUs)

**Pending:** Dept Review of Faculty sponsorship and DRIVE unit structure
Racism, HR, & Measurement

**Goals:**
- Create Department Expectation Statement on Anti-Racism
- Gather baseline data on experiences and perceptions of racism in the department
- Identify current methods for reporting racism in the department

**Metrics:**
- # of respondents who answer “yes” to “Racism is a problem in the Dept of Peds”
- # of respondents who answer “yes” on Survey Q7 (“I know my institution’s formal procedures for handling incidents of racial/ethnic discrimination/bias.”)
- # of respondents who answer “Strongly Agree” on Survey Qs 8, 9 (I would feel comfortable reporting it) and 10 (I am confident my institution would respond appropriately) +/- Community research strategy recommendations
- Existence of Dept Expectation Statement

**Co-Leads**

Elizabeth Talley   Lauren Figg

**Team Members**

Joe Noonan   Grace Lee   Christy Sandborg   Emily Levoy
Racism, HR, & Measurement

Goal 1: Create Department Expectation Statement on Anti-Racism

 Outputs:
- Developed Department Expectation Statement on Anti-Racism for entire department, including workforce and organizational expectations

Goal 2: Gather baseline data on experiences and perceptions of racism in department

 Outputs:
- Developed and refined questions for survey
- Gathered baseline survey data through SPAARC survey

Goal 3: Identify current methods for reporting racism in department

 Outputs:
- Recommendations for options for reporting systems (QR code, iCares)
- Recommendation to develop committee including all stakeholders (faculty, staff, learners) to confidentially review complaints and determine action
- Created role description for committee
- Recommendation to include reporting system and resources on SPAARC website and in on-boarding materials

Complete
Complete
To be integrated with new Assoc Chair of DEI
Training

- **Goals:**
  - Implement training for all members of the department on medical and structural racism.
  - Implement training for all members of the department on microaggressions and allyship.
  - Create opportunities to discuss DEI and foster interprofessional/interdivisional relationships.

- **Metrics:**
  - # of trainings offered
  - # of individuals trained
### Training

**Goal 1: Implement trainings on structural and medical racism.**
- 5 faculty & staff facilitators trained to lead trainings.
- Trained 100 Pediatrics Residents (Mar/Apr) & 100 Fellows and Fellowship Leaders (July).
- Created passport of resources & 5-day racial equity challenge.
- Roll out of trainings to entire department in Fall 2021.

**Goal 2: Implement trainings on microaggressions and allyship.**
- 25 faculty & staff facilitators to lead trainings.
- Trained 100 Pediatrics Residents (Mar/Apr) & 100 Fellows and Fellowship Leaders (July).
- Created passport of resources & 5-day racial equity challenge.
- Roll out of trainings to entire department in Fall 2021.

**Goal 3: Create opportunities for interprofessional / interdivisional relationships.**
- Developed Health Equity Rounds (HER) program.
- Piloted HER in: CVICU, Red Team, PACT, & Heart Center.
- HER for entire department will be during Grand Rounds (Sept 17).
- Roll out HER program to clinical and research units in Fall 2021.

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**Integrated into Associate Chair of DEI Portfolio**
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Leadership Representation

- **Goals:**
  - Instill term limits of 60% of leadership/committee roles – Collect demographic information of leaders
  - Train 60% of leaders in DEI topics
  - Increase transparency of leadership opportunities

- **Metrics:**
  - Term Limit framework for leadership and committee's
  - 60% of leaders trained within 2 years on DEI topics: Anti-racism, Structural racism, Mentorship/sponsorship, Equitable and inclusiveness
  - Presence/absence of posting of roles/opportunities and committee's

**Team Members**

- Dr. Fernando Mendoza
- Grant Wells
- Linda Baer
- Mary Chen
- Dr. Harvey Cohen
- Dr. Saraswati Kache
- Elvi Sanjines
- Dr. Shweta Namjoshi
- Dr. Jessica Gold

**Co-Leads**

- Kewana Nichols
- Dr. Kim Hoang
- Dr. Tandy Aye
## Leadership Representation

| Goal 1: Instill term limits of 60% of leadership/committee roles – Collect demographic information of leaders |
| Created hub of demographic information of department leaders |
| Proposed Term Limit Recommendations has been presented to Chair, Assoc DEI Chair, and HR Director. Collaborated with Mary and Baraka for the revisions to the document |

| Goal 2: Train 60% of leaders in DEI topics |
| Department and hospital worked to implement DEI training for leaders |

| Goal 3: Increase transparency of leadership opportunities |
| Proposed executive assistant to advertise leadership roles in the department newsletter |
| Established processes to broadcast leadership positions and open committee roles to the entire department |

To be integrated with Assoc Chair of DEI

To be integrated with Assoc Chair of DEI

Integrated with department communications and HR Strategies
Communication

Goals:
- Increase discussions around medical racism and health disparities
- Increase Accessibility of Anti-Racism Events and Resources (centralize communication and resources)
- Increase diverse imagery of DoP members and our community

Metrics:
- Diversity of grand rounds speakers
- Question on GR survey on health disparities
- Creation of DEI section on DoP website
- # of newsletters with DEI content
**Communication**

**Goal 1: Increase discussions around medical racism, and health disparities**

- **Activity:** Provided recommendations to Grand Rounds committee, which are now implemented, including:
  - Composition: nomination, term limits, encourage URM
  - Speakers: statement of commitment to diversity, collect demographics; highlight months of cultural significance
  - Speaker best practices: diverse imagery, addressing relevant historical context for disparities

**Integrated within Grand Rounds Committee**

**Goal 2: Centralize communication and resources on anti-racism**

- **Activity 1:** Created dedicated DEI webpage on DoP website
- **Activity 2:** Created framework for DEI section of monthly DoP newsletter
- **Activity 3:** Created DoP calendar on website and plan to utilize tags for DEI/anti-racism events when applicable

**Integrated within DoP Communications + Education Team**

**Goal 3: Increase diverse imagery of DoP members and community**

- **Activity 1:** Add artwork into DoP spaces from BIPOC community partnerships (identified EPACenter and Boys and Girls Club)
- **Activity 2:** Add diverse images and photos on DoP website
- **Activity 3:** Advocate for more diverse imagery in hospital spaces and on EPIC homepage

**To be integrated with Assoc Chair of DEI + Communications Team**
Community Engagement, Research, Mentoring

- **Goals:**
  - Engage local URM youth in mentorship
  - Increase equity training and resources in research
  - Improve engagement with community in research

- **Metrics:**
  - # of URM youth engaged
  - # of Dept members trained in equity considerations in research
  - # of DEI Research resources
  - +/- Community research strategy recommendations

**Team Members**

- Henry Lee
- Alison Holzer-Speed
- Caroline Toney-Noland
- Marcia Zorrilla
- Shamita Punjabi
- Allison Guerin
- Lindsey Rasumussen
- Xin She
- Jill Krissiberg
- Dessi Zaharieva
- Kathy Sakamoto
- David Lewis

**Co-Leads**

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

**Goal 1: Engage local URM youth in mentorship**
- Pediatric Internship Program @ Stanford (PIPS) established:
  - 31 students accepted
  - 30% acceptance rate
  - 26 (90%) have at least one URM characteristic
- SMASH Rising Internship with HemOnc. – 6 URM students

37 *New* Interns

**Goal 2: Increase equity training and resources in research activities**
- New annual sessions on equity in research for residents
- New session on equity in research in annual scholarship academy for fellows
- (+) Translation best practices
- (+) DEI Grants on [dept webpage](#)

100 received equity in research pilot teaching

**Goal 3: Increase engagement with communities in research**
- 3 advisory sessions held with 6 local URM community parents
- Co-developed research engagement framework to:
  - increase transparency
  - be accessible
  - in the community

Recommendation for research community engagement program

Integrated with Office of Pediatric Education: Student Education

Integrated within Office of Education: Residency, Fellowship Education

To be integrated with new Assoc Chair of DEI
Underrepresented students engaged

- Pediatrics Internship Program @Stanford: 31
- Community college program: 11 (Halpern-Felsher)
- NIH Step-Up program: 20 (Halpern-Felsher)
- SMASH students: 6 (Sakamoto)
Staff Engagement

Goals

- Incorporate DEI into onboarding procedures for new department staff
- Increase activities that address equity for staff
- Increase staff engagement opportunities in department

Metrics

- # of new staff receiving DEI resources at orientation
- # of staff engaged in equity activities

Co-Leads

- Lisa Chamberlain
- Shawna McManus

Team Members

- Eric Andres
- Toshumba Barkus
- Erin Crew
- Elena Infeld
- Kyla Kent
- Linda Lambert
- Thu Quan
Staff Engagement

**Goal 1:** Incorporate DEI into onboarding procedures for new department staff
- PowerPoint presentation created with SPAARC overview
- Presented 4 times to 33 new staff

**Goal 2:** Increase activities that address equity for staff
- Publicized BGC opportunity
- Supported 9 volunteer nights with ~90 volunteers engaged, distributed ~7500 meals
- Survey results revealed 1) Volunteering opportunities; 2) Book Clubs; 3) Cultural event; 4) Food Donation opportunities.

**Goal 3:** Increase staff engagement opportunities in department
- We had posted position and filling the position is underway.

Integrated Within New Staff Orientation
To be integrated with new Assoc Chair of DEI
To be integrated with new Assoc Chair of DEI
SPAARC 1.0 Summary

443 Department Members Engaged

37 New Student Interns
37 faculty/staff hosts

220 Trained in DEI topic
Residents, Fellows, Fellowship Leaders
Movement Towards Integration and Systems Change

Department Finance
Grand Rounds Committee
Office of Pediatric Education
Annual Review Process
Department Communications
Staff Onboarding
Office of Research

Department Structures

Operations
Research
Anti-Racism
Education
Clinical Care
Evaluation

- Each SPAARC committee contributed metrics, outputs, and outcomes
- Presented at AMSPDC Annual Meeting
- Dissemination plan: two scholarly projects
  - SPAARC Overall story
  - Training department in different DEI dimensions
“Actually, we’re just getting started.”
New Associate Chair of DEI

- Calls to whole department:
  - (1) Applications for Assoc Chair Role
  - (2) Search committee to review applications
- Dr. Baraka Floyd (Gen Peds) selected

Assoc Chair of DEI Search Committee
Assoc Chair of DEI vs. SPAARC: Mission Differences

SPAARC (To conclude end of June)

assoc Chair of DEI

Racism
Sexism
Ableism
LGBTQ+
Next Steps

- If you would like to read the executive summary, [https://med.stanford.edu/pediatrics/diversity-and-inclusion.html](https://med.stanford.edu/pediatrics/diversity-and-inclusion.html)
- Baraka will provide update in SPAARC 2.0 Plan Fall 2021
- Interested in participating in SPAARC 2.0? Sign form in QR code
Thank You!