SPAARC: Stanford Pediatrics Advancing Anti-Racism Coalition

SPAARC Town Hall
January 28, 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 4-9 2020
Rally for Racial Justice
Dept Meeting: “Confronting Racism”

June-Aug 2020
Assess Dept Needs
Develop Action Plan

Sept 2020-May 2021
Build Teams to Move Forward

June 2021
Report Back to Department

July 2021
Transition to Assoc Chair of DEI
Exploring Anti-Racism Solutions as a Department

- **Listening Sessions**
  - Zoom Groups, Survey
  - *N = 82*

- **Identifying Solutions**
  - 1st Consensus Survey
  - *N = 269 (24% Dept)*

- **Ranking Action**
  - 2nd Consensus Survey
  - *N = 467 (42% Dept)*

- **7 Action Domains**
  - Implementation Teams
  1. Faculty, Staff Recruitment
  2. HR & Measurement
  3. Training
  4. Communication
  5. Leadership Representation
  6. Local Community Engagement & Research
  7. Staff Engagement

### Participation by Position
- **Faculty**
  - 36%
- **Staff**
  - 43%
- **Learner**
  - 21%

### Racial/Ethnic Breakdown
- **White**
  - 56%
- **Black or African American**
  - 5%
- **Asian**
  - 23%
- **Hispanic/Latinx**
  - 10%
- **Prefer not to answer**
  - 3%
- **Other**
  - 3%

**June 22-26**

- **Understand racism in the workplace**
- **Create solutions to combat racism**

**July**

- **Gather solutions throughout the department**
- **Prioritize actions as a department**
Seven Implementation Teams Led by Faculty-Staff Dyads, Learner Consultants

Faculty, Staff Recruitment & Advancement
- Caroline Okorie
- Weichen Ling

Racism, HR, & Measuring
- Elizabeth Talley
- Lauren Figg
- Baraka Floyd
- Allison Guerin

Training
- Kim Hoang
- Kewana Nichols

Leadership Representation

Communication
- Lahia Yemane
- Brian Richter
- Ananta Addala
- Melanie Ramirez

Community Engagement, Research, Mentoring

Staff Engagement
- Lisa Chamberlain
- Tiyasha De Pinto

Learner Consultants
- Ria Pal
- Vania Singleterry
- Mehreen Iqbal
- Catherine Tcheandieu
- Emily Pang
Action Survey: Preliminary Results  
(n = 289, 1/26 @ 12pm)

Position in DoP

- Learner: 60 (21%)
- Staff: 99 (34%)
- Faculty: 130 (45%)

Role Breakdown (n=285)

- Professor: 41
- Assoc Prof: 30
- Assist Prof: 43
- Clinic Instructor: 16
- Research Staff: 32
- Manager, Supervisor: 31
- Staff, Admin, A.F.: 32
- Fellow: 26
- Postdoc: 12
- Resident: 22
Action Survey: Preliminary Results
(n = 289, 1/26 @ 12pm)

Race and Ethnicity

- White: 55%
- Black: 5%
- East Asian/Asian American: 14%
- South or Southeast Asian: 12%
- Hispanic/Latinx: 9%
- AI / AN: 1%
- Native Hawaiian / PI: 1%
- Other: 3%

Reminder:
Step 1: Logon to Axess
Step 2: Click on the ‘Employee Center’ tab
Step 3: Scroll down to the ‘Personal Information’ section at the bottom of the page--> link to update race/ethnicity
Recruitment and Advancement

Current Activities Include:

- Creating an online Equity Dashboard to display demographics of the Department of Pediatrics across various roles
- Developing guidelines for the faculty/staff recruitment process that is centered on principles of diversity, equity and inclusion as well as defining the role of champions/liaisons within each division
- Proposing a structure to foster a culture of sponsorship and active mentorship for URM junior faculty within each division, to facilitate not just retention, but promotion within the field

Weichen Ling
wvling@stanford.edu

Caroline Okorie
cokorie@stanford.edu

Recruitment and Advancement
Racism, HR, & Measurement: Survey Results

I know my institution's procedures for handling instances of racism/discrimination/bias

- Yes: 44%
- No: 56%

Have you ever witnessed / heard of the following from members of the dept because of someone's race or ethnic origin?

- Faculty, staff, learner leaving because or racism or unwelcoming environ for BIPOC: 22
- Faculty, staff, learner embarassing, patronizing or treating someone negatively: 88
- Faculty, staff, learner being discriminated against: 55
- Other types of microagressions or implicit bias: 149
- Other forms of overt racism: 12
Racism, HR, & Measurement: Survey Results

Culture of Reporting Racism, Discrimination, Bias

- Strongly Agree
- Agree
- Somewhat agree
- Neither Agree Nor Disagree
- Somewhat disagree
- Disagree
- Strongly Disagree

Racism is a problem in the DoP
If I were to experience racism/discrimination, I would know how to report
If I were to experience racism/discrimination, I would feel comfortable reporting
If I were to witness racism/discrimination, I would know how to report
If I were to witness racism/discrimination, I would feel comfortable reporting
Racism, HR, & Measurement

Co-Leads

Contact:
etalley@stanford.edu
lefigg@stanford.edu

Top Goals:

- **Identification & Reporting:** Create reporting guidelines/channels for dept members who experience racism
- **Policies & Response to Racism:** Create policies and responses that promote a culture of anti-racism
- **Evaluation & Measurement:** Create measurements for anti-racism in evaluations of individuals and of dept culture

Current Activities:

- **Department Expectation Statement:** Develop and implement an expectation statement for department related to anti-racism
- **Navigation Committee:** Write role description and begin planning for a navigation committee to assist with reports of racism and microaggressions in the department
## Training: Survey Results

### In which areas have you previously had training?

<table>
<thead>
<tr>
<th>Area</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unconscious bias</td>
<td>222</td>
</tr>
<tr>
<td>Historical perspective of racism in the US</td>
<td>128</td>
</tr>
<tr>
<td>Responding to microaggressions</td>
<td>123</td>
</tr>
<tr>
<td>Structural racism</td>
<td>111</td>
</tr>
<tr>
<td>Bystander and/or allyship training</td>
<td>93</td>
</tr>
<tr>
<td>Health Equity Promotion</td>
<td>92</td>
</tr>
<tr>
<td>Medical racism</td>
<td>82</td>
</tr>
<tr>
<td>Responding to discrimination from faculty/staff/learners</td>
<td>69</td>
</tr>
<tr>
<td>Responding to discrimination from patients/families</td>
<td>64</td>
</tr>
<tr>
<td>None</td>
<td>33</td>
</tr>
</tbody>
</table>

### Which topics are you most interested in learning about?

<table>
<thead>
<tr>
<th>Topic</th>
<th>Interest</th>
</tr>
</thead>
<tbody>
<tr>
<td>Responding to microaggressions</td>
<td>147</td>
</tr>
<tr>
<td>Bystander and/or allyship training</td>
<td>119</td>
</tr>
<tr>
<td>Responding to discrimination from faculty/staff/learners</td>
<td>110</td>
</tr>
<tr>
<td>Medical racism</td>
<td>109</td>
</tr>
<tr>
<td>Health Equity Promotion</td>
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<td>94</td>
</tr>
<tr>
<td>Structural racism</td>
<td>73</td>
</tr>
<tr>
<td>Unconscious bias</td>
<td>69</td>
</tr>
<tr>
<td>Historical perspective of racism in the US</td>
<td>37</td>
</tr>
</tbody>
</table>
Training: Survey Results

Preferred Length of Training

Preferred Learning Style

Preferred Learning Pace
Training

- **Activities:**
  - Offer training to the department on medical racism
  - Offer training to the department on DEI concepts: unconscious bias, microaggressions, allyship
  - Develop a passport of resources for individual learning and reflection

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

Team Members

Co-Leads

Allie Dacar
Becky Blankenburg
Sarah Hilgenberg
Joyce Hsu
Rebecca Kameny
Carrie Rassbach
Mary Riordan
Vania Singleterry
Roxanna Van Norman
Cynthia Wong
Training: Medical Racism

- **Activity:** Offer training to the department on medical racism
  - Partnering with Advancing Health Equity, LLC
  - Held 2-hour pilot training with AHE on Jan 20 with 18 faculty, staff, and trainees
  - Goal is to provide feedback and to offer a “train the trainer” model to faculty and staff across the department
  - Faculty/staff trainers will be able to offer trainings to our department on medical and structural racism
  - Goal is to have faculty/staff trainers ready by summer 2021
Leadership Representation: Survey Results

Do you currently hold a leadership position within DoP

- Yes: 81 (28%)
- No: 207 (72%)

If you do not hold a leadership position, are you interested in one? (n=207)

- Yes: 125
- No: 107
- Unsure: 67

Barriers to Leadership Positions

- Not knowing what leadership opportunities exist: 125
- Competing demands (clinical, personal, etc): 107
- I have not had any barriers: 67
- Lack of open/available positions: 59
- Lack of funding for the role: 58
- Lack of skills/training to meet qualifications: 58
- Lack of sponsorship: 57
- Other: 23
Leadership Representation

Activities:
1. Term limits of leadership/committee roles
2. Leadership training
3. Transparency – posting of roles, demo info of leaders

Metrics
1. % of roles with term limits
2. % of Leaders trained in DEI
3. + / - Dashboard of Dept of Peds Leaders

Kewana Nichols  Kim Hoang  Saraswati Kache  Fernando Mendoza  Grant Wells  Tandy Aye  Elvi Sanjines  Linda Baer  Mary Chen  Harvey Cohen  Shweta Namjoshi  Jessica Gold
Mentoring & Research: Survey Results

Interested in mentoring URM students?
- Yes: 111 (40%)
- Maybe: 66 (23%)
- No: 104 (37%)

If interested, at what levels?
- HS: 109
- College: 131
- Medical School: 120
- Resident: 98
- Fellow: 73
- Other: 8

Preferred mentorship capacity
- Career mentoring: 126
- Education/academic mentoring: 120
- Clinical exposure: 84
- Panel discussion: 64
- Hosting student in research internship: 37
- Other: 4
Translating is a barrier to expanding study population

Feel confident that I know how to access translation services

Financial considerations of translation services have resulted in limitations in the study population I can recruit
Community Engagement, Research, Mentoring

Activities

- Establish formal HS internship with recruitment and resources for low-income, URM students to promote equity
- Identify community perceptions and areas of improvement on research through advisory sessions

Metrics

- # of URM students engaged
- Development of a stakeholder-informed community outreach intervention to improve research equity

Team Members

Co-Leads

Melanie Ramirez
Ananta Addala

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
Communication: Survey Results

Modes of Communication for Anti-Racism/DEI Events, Resources, etc.

- **Dept website**
  - Current mode: 47
  - Preferred mode: 105

- **Dept monthly newsletter**
  - Current mode: 67
  - Preferred mode: 100

- **Town Hall events**
  - Current mode: 94
  - Preferred mode: 93

- **Supervisors (chiefs, managers, prog leaders)**
  - Current mode: 71
  - Preferred mode: 93

- **Dept wide emails**
  - Current mode: 158
  - Preferred mode: 191

- **Other**
  - Current mode: 19
  - Preferred mode: 8

I don't look for Dept Anti-racism/DEI events, resources
- Current mode: 12
- Preferred mode: 30
Communication

Current Activities:

- Provided recommendations to Grand Rounds committee (composition, speakers, anti-racism series, best practices)
- Strategy for increasing diverse imagery on our websites and department spaces
- Plan for centralizing communication & resources on anti-racism/Diversity Equity & Inclusion (informed by SPAARC Survey)

Contact: brianr17@stanford.edu
### Staff Engagement: Survey Results

What activities would interest you to address racism and poverty as a department?

<table>
<thead>
<tr>
<th>Activity</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Volunteering in community</td>
<td>70</td>
</tr>
<tr>
<td>Book club</td>
<td>44</td>
</tr>
<tr>
<td>Cultural events / celebrations</td>
<td>35</td>
</tr>
<tr>
<td>Food donations</td>
<td>32</td>
</tr>
<tr>
<td>Movie night</td>
<td>30</td>
</tr>
<tr>
<td>Visit cultural museums</td>
<td>25</td>
</tr>
<tr>
<td>Letter writing / phone banking to support anti-racist policies</td>
<td>20</td>
</tr>
<tr>
<td>Other</td>
<td>6</td>
</tr>
</tbody>
</table>
Staff Engagement

- **GOAL:** Create a staff group to promote an inclusive community through engagement opportunities.
  
  - New Hire Orientation – introduce SPAARC to all new hires within Peds
  - Publicize Boys & Girls Club volunteer opportunities within community
  - **Part-time position posted (deadline 2/2) – please apply!**

Contact: tdepinto@stanford.edu
Progress thus far

Recommendations to Grand Rounds Committee on committee composition, speakers, adding anti-racism series

Included Q in Grand Rounds Assessment: “Did speaker address racial/ethnic inequities?”

Kathy Sakamoto, Bonnie Halpern-Felsher applied for R25 to establish new URM internship

Kathy Sakamoto / Peds HemOnc hosting virtual internship for URM students summer 2021 with local STEM program

Dessi Zaharieva established DEI Research Funding Landing Page
https://med.stanford.edu/pediatrics/research/funding.html

Staff Engagement Team Posted DEI Event Coordinator Job Position

18 faculty, staff, learners trained in medical racism with Advancing Equity LLC

Caroline Toney-Noland established resources and FAQ on translation in research

100 Engaged in DEI in Research Lecture by Ananta Addala

& more to come soon!!!
Associate Chair for Diversity, Equity, & Inclusion

- Received many nominations to the Search Committee – thank you!
- Associate Chairs selected individuals that would represent a wide range of perspectives in the process
  - Ananta Addala, Allison Guerin, & Joe Noonan (co-chairs)
  - Sonia Bonifacio, Erin Crew, Irene Loe, Brian Richter, Xin She
Associate Chair for Diversity, Equity, & Inclusion

- Review Process for position
  - Round 1:
    - Interviews with Department Chair, Associate Chairs, Search Committee
    - All candidates interviewed by Feb 26
  - Round 2:
    - Interviews with Department Chair, key stakeholders across Dept & SOM
    - Candidates interviewed by Mar 31
- Goal is to announce final candidate in April 2021 to allow for overlap with SPAARC
Assoc Chair of DEI vs. SPAARC Mission

SPAARC
(To conclude end of June)

- Racism
- Sexism
- Ableism
- LGBTQ+
- Others (age, religion, etc.)
Next Steps

- Last chance to complete the survey: Deadline Fri, Jan 29 @ 5pm
- MCHRI Second Call for Proposals: April 23rd
- SPAARC advisory meeting April 13th
- Report back to Dept Spring 2021
- Transition to Assoc Chair of DEI July 2021