SPAARC: Stanford Pediatrics Advancing Anti-Racism Coalition

Department of Pediatrics

Town Hall: 9.21.20
Stanford Pediatrics Advancing Anti-Racism Coalition (SPAARCC) 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 to ongoing work, engagement, and progress towards equity.
Rally For Racial Justice

June 4, 2020
Department Meeting

June 9, 2020

“Actually, we’re just getting started.”

Taking Action

Enough is enough.

We will not be silent.

Real change will come from action.
June – July
Listening Sessions
Consensus Surveys

August
Develop Action Plan

Sept-April
Build teams to move forward

May 2021
Report Back to the Department

SPAARC: Timeline
Exploring Anti-Racism Solutions as a Department

- **Listening Sessions**
  - Zoom Groups, Survey
  - *N = 82*
  - Understand racism in the workplace
  - Create solutions to combat racism

- **Identifying Solutions**
  - 1st Consensus Survey
  - *N = 269 (24% Dept)*
  - Gather solutions throughout the department

- **Ranking Action**
  - 2nd Consensus Survey
  - *N = 467 (42% Dept)*
  - Prioritize actions as a department

- **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

**Dates:**
- June 22-26
- July
Department of Pediatrics – 7 Focus Areas

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

Racism, HR, & Measuring
- Baraka Floyd
- Allison Guerin
- Kim Hoang
- Kewana Nichols

Training

Leadership Representation

Communication

Local Community Engagement & Research
- Lahia Yemane
- Ananta Addala
- Melanie Ramirez

Staff Engagement
- Brian Richter
- Lisa Chamberlain
- Tiyasha De Pinto
Faculty/Staff Recruitment and Advancement Team

Top Goals:

✦ Emphasize recruitment of underrepresented populations and create systems of support that facilitate advancement within the department.
✦ Create a transparent and bias-mitigating process for recruitment and advancement of faculty and staff within the department.

Current Activities:

✦ Create an Equity Dashboard to show demographics of the Department across various roles.
✦ Create mechanisms to actively promote open positions in the Department among diverse populations (e.g. create accessible catalog of positions, advertise to diverse applicant pool).

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Racism, HR, & Measurement

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:
- **Survey Department**: Develop survey to measure culture of anti-racism
- **Inventory Assessment**: Assess inventory of current policy/HR practices that promote anti-racism

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**Top Goals**

- Implement training on unconscious bias, microaggressions and effective allyship (including toolkits and other resources)
- Implement training on structural/medical racism.

**Current Activities**

- Research on pre-existing curricula and best practices in the literature on training in DEI concepts
- Align with other initiatives across SOM, such as those being launched through the Office of Faculty Development & Diversity
- Develop needs assessment for the department

Contact: aguerin@stanford.edu
Leadership Representation Committee

Top Goals:

▪ Increase representation of URM in leadership roles (chairs, division chiefs, etc.) May consider term limits to open pipelines

▪ Create structural roles in leadership organization dedicated to diversity efforts

▪ Create and properly fund an office to support workplace diversity

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Communication

Top Goals:
- Increase + integrate ongoing discussions on medical racism and impacts on health inequities (town halls, grand rounds, written communication)
- Include imagery and artwork that celebrate diversity in departmental spaces

Current Activities:
- Collaborate with Grand Rounds Committee
- Environmental Scan (review dept websites, spaces, etc. to see opportunities where we can enhance and best communicate BIPOC imagery/support resources)
- On-going idea generation from action team

Contact: brianr17@stanford.edu
Local Community Engagement, Research, & Mentorship

Top Goals:
- Increase health disparities research and URM recruitment throughout the department
- Enhance culture of mentorship throughout dept to support URM throughout medical pipeline
- Incorporate community engagement as essential fabric of department

Current Activities:
- Expand translation availability for research recruitment and informed consent
- Map Stanford and local mentorship programs to pinpoint gaps faculty, staff, learners can fill

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- aaddala@stanford.edu
- mramimr04@stanford.edu
Staff Engagement

Top Goal:
- Increase opportunities for staff to raise their voices and participate in department-wide initiatives

Current Activities:
- Discuss approaches for employees to report a problem/issue - cultivate a safe space for staff to speak up and facilitate more Staff and Faculty interactions.
- Create a staff group to promote an inclusive community through engagement opportunities.

Contact: tdepinto@stanford.edu

Tiyasha De Pinto  Lisa Chamberlain  Erin Crew  Elena Infield  Kyla Kent  Linda Lambert  Thu Quan  Shawna McManus
Goal: Increase department engagement towards culture change

68 new faculty and staff Action Team members!
Department of Pediatrics Investment: $500k

- New Associate Chair of DEI – to solicit Dept wide input (job description, nominations and selection committee)
- New Staff - $163,000 (0.5 FTE 3 years) - coordinate all DEI activities
- Remainder will support Action Team activities

MCHRI Investment: $200K

- New RFP: Research on the Impact of Racism and Social Injustice on Maternal and Child Health
- Proposals due Oct 15
- Support and mentor applicants applying for MCHRI funding
- MCHRI is funding research on racism and student stipends to join funded research teams.
Town Hall - Open Discussion
Immediate Actions

- It's never too late to GET INVOLVED – join an action team initiative
- Share these slides
- Approach your division leadership and get on division meeting agenda, share SPAARC updates
- Share Dr. Rhea Boyd’s grand rounds

https://stanforduniversity.qualtrics.com/jfe/form/SV_dmponI0ITc98cQt
Continue to educate yourself

Books

1. *So you want to talk about race* – Ijeoma Oluo
2. *The New Jim Crow* – Michelle Alexander
3. *How to be an Antiracist* – Ibram X. Kendi
4. *13th* – Ava DuVernay

Podcasts, Documentaries

1. *Seeing White* – white fandom

Peds Grand Rounds

2. “Racism and its Impact on Health and Well-Being” – Dr. Tiffani Johnson (Seattle Children’s)
Antiracism in Biomedical Research and Medicine: A Virtual Conversation with Professor Ibram X. Kendi

Sept 30th @ 11am - 12pm

Register for this webinar here.
https://stanford.zoom.us/webinar/register/WN_QeNt6VWMT4SHiWbpsv_bZw

Moderated by Ayodele Thomas, Ph.D.
Associate Dean for Graduate and Career Education and Diversity, Stanford University School of Medicine

Guest Ibram X. Kendi, Ph.D.
NYT #1 Bestselling author of How to Be an Antiracist and director of the Center for Antiracist Research at Boston University
Third Annual Diversity & Inclusion Forum 2020 hosted by LEAD (Leadership Education in Advancing Diversity)

- Friday, Oct 9th, 2020 8am – 1:30pm
- Learn tools to become a change agent for diversity, equity & inclusion in medical education

Register now:

https://app.smartsheet.com/b/form/f6497bede16f403eb63dc5ad3129c152
Next Town Hall: November

"Fight for the things that you care about, but do it in a way that will lead others to join you." RBG