

## Diversity & Inclusion Committee

<https://med.stanford.edu/dermatology/Diversity.html>

Founded in 1994 by Dr. Paul Khavari, The Stanford Dermatology Diversity and Inclusion Committee is the oldest of its kind known in the country. We are focused on recruiting and supporting individual of all backgrounds, and are continuing to expand our efforts under the leadership of Dr. Eleni Linos. All department members are invited to join and participate in our quarterly committee meetings.

### Mission Statement:

*“Diversity is a core value for the Stanford University Department of Dermatology, and our goal is to create a medical community that is reflective of the community and the world that we serve. We are committed to fostering a welcoming and inclusive environment supportive of all individuals, regardless of race, ethnicity, religion, gender, gender identity, sexual orientation, citizenship, immigration status, or abilities.”*

### Additional Committee Statements:

[Statement Denouncing Racism June 2020](#)

[Statement Supporting LGBTQ Community June 2020](#)

### Additional Stanford Medicine Websites:

- Diversity at Stanford Medicine <https://med.stanford.edu/diversity.html>
- Graduate Medicine Education (GME) Diversity Committee <https://med.stanford.edu/gme/diversity.html>
- Diversity Center of Representation & Empowerment (D-CORE) <https://med.stanford.edu/diversity/d-core.html>
- Center of Excellence in Diversity in Medical Education (COEDME) <http://med.stanford.edu/coe.html>

### Skin of Color Society (SOCS) Membership:

9 faculty

Drs. Silvina Pugliese, Paul Khavari, Rob Novoa, Elizabeth Bailey, Kristin Nord, Kavita Sarin, Bernice Kwong, Pete Marinkovich, and Eleni Linos

Support and encourage all of our residents to join SOCS.

### Education and Residency Program

**Leadership:** Stanford faculty and residents can participate in the expanded Leadership Education in Advancing Diversity (LEAD) program with the goal of empowering the next generation of medical leaders to carry forward the mission of diversity and inclusion. Building scholarship capacity for improving diversity and inclusion efforts is also a key component of this program in line with the academic mission of the LEAD program.

<https://med.stanford.edu/pediatrics/education/events/lead.html>

2 residents in 2019 – 2020 and 2 residents in 2020-2021

### *Medical Student Support/Mentorship:*

Faculty from our department can participate in the [American Academy of Dermatology Diversity Mentorship Program](#): one-on-one mentorship experience with a dermatologist of the medical student's choice.

Hosts outside rotators through the [Stanford Clinical Opportunity for Residency Experience \(SCORE\) Program](#)

**Residency curriculum:** Our residency program is actively working to incorporate educational content related to skin of color throughout the didactic curriculum, as well as to integrate anti-racism, cultural competence, and an understanding of structural racism and health disparities through journal club discussions, grand rounds invited speaker presentations, and skin of color textbooks in the resident library.

- Lectures/Journal Clubs

- 5/21/19 – Resident Lecture on “Cosmetic Derm in Ethnic Skin” by Dr. Zakia Rahman
- 7/22/20 – Journal Club on “Health Disparities and Race in Medicine” hosted by Dr. Eleni Linos
- 9/15/20 – Resident Lecture on “Skin of Color” by Dr. Toyin Falola
- 9/29/20 – Resident Lecture on “Dermatologic Care for LGBTQ” by Dr. Justin Gordon

- Textbooks Added to the Resident Library

- Taylor and Kelly's Dermatology for Skin of Color 2/E / Edition 2 by A. Paul Kelly, Ana Maria Anido Serrano, Susan C. Taylor, Henry Lim (*Available at Lane Library* - <http://lane.stanford.edu/view/bib/302525>)
- Fundamentals of Ethnic Hair: The Dermatologist's Perspective 1<sup>st</sup> edition 2017 by Crystal Aguh, Ginette A. Okoye (*Available at Lane Library* - <http://lane.stanford.edu/view/bib/326354>)
- Ethnic Dermatology: Principles and Practice 1<sup>st</sup> Edition by Ophelia E. Dadzie, Antoine Petit, Andrew F. Alexis (*Available at Lane Library* - <http://lane.stanford.edu/view/bib/320774>)
- Dermatology Atlas for Skin of Color 2014<sup>th</sup> Edition by Diane Jackson-Richards, Amit G. Pandya (*Available at Lane Library* - <http://lane.stanford.edu/view/bib/309304>)
- Treatment for Skin of Color by Susan Taylor [and others] (*Available at Lane Library* - <http://lane.stanford.edu/view/bib/311635> - not available as a physical copy in the resident room)

- Rotations

- Cultural Competency Clinical Elective  
This newly designed clinical elective involves rotation at Stanford Emeryville with Stanford faculty providers and rotation in dermatology and transgender care clinic at Kaiser Oakland. This rotation is designed to increase cultural competency with specific under-represented patient populations, including patients of skin of color and LGBTQ patients and increase exposure to these patient populations beyond that available during standard Stanford rotations.
- Santa Clara Valley (County) Medical Center  
Exposure to diverse ethnic/socioeconomic patient population
- LGBTQ Clinic in Los Altos – Dr. Justin Gordon
- International/Global Health Electives

Gain additional exposure working with patients in global under-resourced settings through our collaboration with the Center for Innovation in Global Health. Past residents have rotated at Princess Marina Hospital in Gaborone, Botswana and at Dhulikhel Hospital in Dhulikhel, Nepal.

- Bi-Weekly Nepal Conference Calls with Dhulikhel Hospital (Dr. Elizabeth Bailey)  
Ongoing partnership with Dhulikhel Hospital, and all of our residents have the opportunity to gain clinical exposure to cases from Dhulikhel through twice monthly video case conferences throughout residency.

### *Community Outreach*

- Arbor and Pacific Free Clinic
  - As a part of our commitment to community engagement, Stanford dermatology resident and attending physicians volunteer at both Arbor and Pacific Free Clinic, which provide care to patients who are uninsured or under-insured in the Bay area.
  - <https://med.stanford.edu/arbor.html>                      <https://med.stanford.edu/pacific.html>
- San Francisco PRIDE Parade – 06/30/19

### *Grand Rounds*

Our department hosts an Annual Diversity & Inclusion Lectureship and integrates anti-racism, cultural competence, and an understanding of structural racism and health disparities through grand rounds invited speaker presentations.

- 5/16/19 - Dr. Kenneth Katz gave a lecture titled, “LGBT Health Matters; Medical and Cultural Competence for Dermatologists”
- 5/28/20 – Dr. Jenna Lester gave a lecture titled “Cognitive Bias and Misdiagnosis: Considerations for Dermatology”
- 10/15/20 - Dr. Amit Pandya gave a lecture titled, “Challenges in Achieving Diversity in Dermatology”

### *Residency Recruitment/Interviews*

- Joined the Stanford’s GME Diversity Committee in welcoming applicants during the diversity reception.
  - 1/17/19. This was attended by 9 applicants, 1 resident, and 3 faculty members.
  - 1/16/20. This was attended by 15 applicants, 4 residents, and 3 faculty members.
  - 1/12/21. Applicants have been invited to attend.
- Changes to the residency selection process to promote diversity in resident selection:
  1. Diversity question sent out to interviewees for 2020 and 2021 season.  
Question sent “What does diversity mean to you? how would you contribute to the diversity at Stanford and the community we serve?”
  2. Additional blinding in the initial faculty review. ERAS blinds for photographs, basis for work authorization, birth date, current work authorization, felony conviction, gender, hometown, limitations, self-identification, if VISA sponsorship is needed or requested, and USMLE scores (2020-21).
  3. A fourth / additional review of UIM applicants was added.

### *Workshops/Forums*

- Hosted an interactive Dermatology Faculty Diversity Workshop with OFDD on 10/17/19. Notes from this session are below.
- American Academy of Dermatology Diversity Champions Workshop <https://www.aad.org/member/meetings/events/diversity-workshop>
  - Hosted and Participated in the AAD Diversity Champions Workshop: 9/12/19-9/13/19 in Chicago.



- Participated in 2<sup>nd</sup> annual Diversity & Inclusion Forum Hosted by LEAD and Office of Pediatric Education 5/10/19 (<https://med.stanford.edu/pediatrics/education/events/diversityforum2020.html>)

### **Stanford Dermatology Research Publications related to Diversity**

Faculty and residents continue to work on research that is inclusive of all people, with focus on reducing disparities.

- Barnes, Leandra A., Gordon H. Bae, and Vinod E. Nambudiri. "Sex and Racial/Ethnic Diversity of US Medical Students and Their Exposure to Dermatology Programs." *JAMA Dermatology* 155, no. 4 (April 1, 2019): 490. <https://doi.org/10.1001/jamadermatol.2018.5025>.
- Paid Family and Childbearing Leave Policies at Top US Medical Schools Riano, Linos, Accurso, Sung, Linos, Simard, Mangurian *JAMA* 2018. 2018; 319(6):611-614. doi: 10.1001/jama.2017.19519 <https://jamanetwork.com/journals/jama/fullarticle/2672622>
- Bi, Stephanie, Kathryn E. Gunter, Fanny Y. López, Seeba Anam, Judy Y. Tan, Danielle J. Polin, Justin L. Jia, et al. "Improving Shared Decision Making For Asian American Pacific Islander Sexual and Gender Minorities." *Medical Care* 57, no. 12 (December 2019): 937–44. <https://doi.org/10.1097/MLR.0000000000001212>.
- Wehner MR, Naik HB, Linos E. Gender Equity in Clinical Dermatology-Reason for Optimism. *JAMA Dermatol* 2019;155:284-6. <https://jamanetwork.com/journals/jamadermatology/fullarticle/2723278>
- Chen, Rebecca, J. Aaron Hipp, Lily Morrison, Lisa Henriksen, Susan M. Swetter, and Eleni Linos. "Association of Number of Indoor Tanning Salons With Neighborhoods With Higher Concentrations of Male-Male Partnered Households." *JAMA Network Open* 2, no. 10 (October 4, 2019): e1912443. <https://doi.org/10.1001/jamanetworkopen.2019.12443>.
- Jia JL, Polin DJ, Sarin KY. "Ways to Improve Care for LGBT Patients in Dermatology Clinics." *Dermatol Clinics*. 2019; doi: 10.1016/j.det.2019.10.012.
- Shukla, Wehner, Morrison, Naik, Linos. "Gender Equity Improving among Award Winners and Leaders at the Society for Investigative Dermatology." *Journal of Investigative Dermatology* 139, no. 10 (October 2019): 2215–17. <https://doi.org/10.1016/j.jid.2019.06.123>.

- Assessment of Paid Childbearing and Family Leave policies for Administrative Staff at Top US Medical Schools. JAMA Internal Medicine. <https://jamanetwork.com/journals/jamainternalmedicine/article-abstract/2759131>
- Gender Differences in Salaries of Department Chairs at Public Medical Schools Mensah, Beeler, Rotenstein, Jagsi, Mangurian, Linos <https://pubmed.ncbi.nlm.nih.gov/32119059/>
- Sexual and Gender Minority Curricula within U.S. Dermatology Residency Programs Justin L. Jia, BS1, Kristin M. Nord, MD1,2, Kavita Y. Sarin, MD, PhD1, Eleni Linos, MD, DrPH1, Elizabeth E. Bailey, MD, MPH1. <https://jamanetwork.com/journals/jamadermatology/article-abstract/2762871>
- Keyes T, Goetz LG, Jia JL, Zucker S, and Subak L. Sexual and Gender Minority Identity Disclosure from Undergraduate to Graduate Medical Education: Perceptions of Professional “Outness”. (Under review).
- Gomez J, Jia JL, Gisondi MA. Peer-to-peer Education on Sexual and Gender Minority Health. (Under Review).
- Jia JL\*, Wang JY\*, Mill DE, Shen A, Sarin KY. Fitz-Patrick Phototype Disparities in Identification of Cutaneous Malignancies by Google Reverse Image. (Under revision) \*Equal contribution

#### **Talks related to Diversity**

2020 TERI Talk “Improving Diversity & Inclusion: An Antidote to Scientific Bias” by Dr. Roxana Daneshjou. <https://www.youtube.com/watch?v=DHINZlaMVug>

2019 Dermatologic Nurses Association – Northern California Chapter Meeting “Skin of Color: Gaining Expertise in the Changing Demographics of the United States of America” by Dr. Zakia Rahman

2017, 2019 American Society for Laser Medicine & Surgery Annual Meeting, “Laser Resurfacing in Skin of Color” by Dr. Zakia Rahman

2019 American Society for Laser Medicine & Surgery Annual Meeting, “Anesthetic Treatments in Ethnic Skin” by Dr. Zakia Rahman