Implementation Plan: Diversity and Inclusion

Strategic Priority: Uniquely Stanford

Goal: Cultivate an environment in which diversity is present and celebrated, and all community members are respected, developed, and included. Diversity, Respect, and Inclusion are Vital to Excellence (DRIVE) as part of the Integrated Strategic Plan.

Implementation Team

Responsible Leaders:
Bonnie Maldonado

Initiative Development Team:
Diversity Cabinet

Implementation Coordinator:
Magali Fassiotto
Shaila Kotadia

Supporting Tactics and Deliverables

1. Increase diverse representation across all constituencies in Stanford Medicine, increase a sense of belonging and inclusiveness, and decrease identity-based stress. Foster a compassionate, diverse, and equitable culture that empowers people.

2. Hospital and community engagement: Engage SHC, LPCH, and the broader community through Cabinet representatives to merge efforts, review policies, seek out diversity and inclusion partnerships, and align with the Precision Health framework.

3. Training, education, communication, and connection of existing efforts: Identify and create training, education, and communication channels to inform and engage constituencies on diversity, equity, and inclusion.

4. Align with IDEAL: Ensure that the Diversity, Respect, and Inclusion are Vital to Excellence (DRIVE) initiative aligns with Stanford University's Inclusion, Diversity, Equity & Access in a Learning Community (IDEAL) initiative.

Key Performance Indicators

o Number of events related to diversity and inclusion. (1.)
o Diversity across all constituencies in Stanford Medicine. (1., 4.)
o Diversity in admissions, hiring, and retention. (1., 4.)
o Diversity in department and division leadership; participation in clinical chair metric for diversity. (1., 2.)
o Communications and surveys for climate, outreach, and engagement. (1., 3.)
o Track community partnerships. (2., 3.)
o Reports on rapid response to diversity-related occurrences. (3.)
o Inventory of diversity and inclusion learning and literacy programs. (3.)
o Diversity website usage. (3.)
o Report engagement efforts with IDEAL. (4.)
o Inventory of diversity and inclusion programs across constituent groups. (1., 2., 3., 4.)

Key Considerations / Interdependencies

• Overlap/dependencies with other SoM, SHC, LPCH, and Stanford University centers, offices, and groups.
• Stanford University IDEAL initiative.
• SHC and LPCH strategic planning initiatives.

Key Investments / Resources Required

• Resources for formulating and implementing initiatives and events.
• Resources for training, education, communication, and connection of existing efforts and building new partnerships across Stanford Medicine.
• Staff to coordinate DRIVE and IDEAL initiatives.
• Staff to coordinate collection of Key Performance Indicators.