

The background features a large, faint watermark of the Stanford University seal. The seal is circular with a diamond-patterned border. Inside the border, the text "STANFORD JUNIOR UNIVERSITY" is written in an arc at the top, and "1891" is at the bottom. The center of the seal depicts a tree with a figure standing beneath it, surrounded by the Latin motto "DIEU ET MON DROIT" and the German phrase "FREIHEIT DER WISSENSCHAFT".

BLACK LIVES MATTER RESOURCES FOR DEPARTMENTS



Antiracism Education, Structural Inequity in Healthcare

- Two Curated Lists on Antiracism Education Developed by Stanford Medicine
 - [Centering Black Community Needs](#), compiled by Stanford Medicine's Office of Graduate Education
 - [Resources for Education and Action: Readings](#), compiled by Stanford Medicine's Teaching and Mentoring Academy
- Healthcare Inequity
 - National Academies of Science, Engineering and Medicine, [Communities in Action: Pathways to Health Equity](#) (2017), esp. Chapter 3: The Root Causes of Health Inequity
- [Antiracism Book Club](#) sponsored by Lane Medical Library
 - This is a media-based discussion group geared toward Stanford Health affiliates, students, staff, and faculty. The book club meets once a month to explore issues relevant to racism in medicine through the written word and videos.



Support

Students

[Black Community Services Center \(BCSC\)](#)

[CAPS](#) offer crisis counseling for urgent needs.

[Centers for Equity, Community, and Leadership](#)

[Center of Excellence in Diversity in Medical Education](#)

[GLO deans](#)

[Office of Graduate Education](#)

[Office of Medical Student Affairs](#)

[Office of Medical Student Wellness](#)

The [Bridge Peer Counseling Center](#) offers counseling by trained students 24/7 at (650) 723-3392.

[Vice Provost of Student Affairs Black Lives Matter](#)

Postdocs

[Office of Postdoctoral Association](#)

[Centers for Equity, Community, and Leadership](#)

[LGBTQ+ Postdoc Group at Stanford](#)

[Stanford Black Postdoc Association](#)

[Stanford Latinx Postdoc Association](#)

[SURPAS](#)

[The Faculty Staff Help Center](#)

[The Postdoc Assistance Program](#)

For a complete list of support resources, visit [OFDD's School-Wide Diversity Website](#)



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Support

Faculty

[Office of Religious Life](#)

[Physician Resource Network \(PRN\)](#)

[Support Stanford's BeWell program](#)

[Stanford Healthy Living Classes](#)

[Stanford Medicine WellMD Physician Resources](#)

[The Faculty Staff Help Center](#)

Residents/Fellows

[Office of Religious Life](#)

[Physician Resource Network \(PRN\) Support](#)

[WellConnect](#)

[Employee Assistance Program](#)

Staff

[Office of Religious Life](#)

[Stanford's BeWell program](#)

[Stanford Healthy Living Classes](#)

[The Faculty Staff Help Center](#)

[Cardinal at Work IDEAL Engage](#)

[Discrimination Support & Resources](#)

For a complete list of support resources, visit [OFDD's School-Wide Diversity Website](#)



Resources



Raceworks

- <https://ccsre.stanford.edu/raceworks>

LARA method

- <https://sparqtools.org/lara/>

Are you ready to talk?

- <https://sparqtools.org/areyoureadytotalk/>



Resources

Lessons from the Private Sector on Advancing Racial Justice

U.S. Businesses Must Take Meaningful Action Against Racism (Harvard Business Review)

- <https://hbr.org/2020/06/u-s-businesses-must-take-meaningful-action-against-racism?ab=hero-main-text>

The 10 Commitments Companies Must Make to Advance Racial Justice (Harvard Business Review)

- <https://hbr.org/2020/06/the-10-commitments-companies-must-make-to-advance-racial-justice>

“Woke-Washing” Your Company Won’t Cut It (Harvard Business Review)

- <https://hbr.org/2020/07/woke-washing-your-company-wont-cut-it>



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How to Get Started: Avoiding Missteps

Be sure to avoid the following missteps:

1. **Keeping silent**

- Do not simply rest on the diversity statement of your institution and internal resource groups
- No one has the perfect words for the current situation – convey care and concern for all colleagues and trainees, especially targeted groups, even if you feel like you lack the skills to have difficult conversations

2. **Becoming Overly Defensive**

- Do not take comments about systemic inequalities personally and resist the urge to react defensively as such reactions prevent constructive engagement



How to Get Started: Avoiding Missteps

Be sure to avoid the following missteps:

3. **Overgeneralizing**

- Don't assume that all members of your in-group or out-group feel the same way – leave room for dissenting opinions
- Allow team members to discuss what's happening without putting them on the spot or asking them to speak for everyone in their identity group
 - For example, do NOT ask the lone URM individuals in your program to speak on the subject, **DO enthusiastically encourage their voices** to be heard if they voluntarily express willingness



How to Get Started: Taking Meaningful Action



1. Acknowledge

- Acknowledge the harm that your Black and Brown colleagues, students, and mentees may have experienced as a result of the recent events
- Do not rely on Black and brown people to educate you – do the research to gain a better understanding of events

2. Affirm

- Help those affected feel protected and affirm their right to safety and personhood. This can begin with creating a safe space for sharing reactions and feelings to the recent events
 - [The Creative Collective NYC](#) provides practical questions for starting such a conversation
- Ensure that you are centering Black voices



How to Get Started: Taking Meaningful Action



3. Act

- Think about how you can use your power to effect change
- Determine additional ways your department can **support a sense of belonging** among diverse trainees, faculty, staff
 - For example, “offer regular opportunities for conversations on topics such as race and other structural societal issues led by faculty to create a safe space for students to discuss and learn” (Student National Medical Association – Message From the President, June 8, 2020)



Strategic Planning for Action

AAMC's diversity strategic planning guide can help you determine what next steps are appropriate for your department and how best to implement them



Specific Activities

Plan, fund, and implement an activity supporting a diverse and inclusive culture within your department

Example Actions

1. Host journal clubs centered on topics of racial justice and equity as they relate to your discipline
2. Offer small grants or project funds within the department for groups of people to work on DEI projects
3. Expand your department's community engagement efforts
 - Visit the [Office of Community Engagement site](#) to learn more about the resources and workshops they offer
4. Undertake a diversity, equity, and inclusion self-assessment at the department level
 - [Sample worksheet](#) to guide the self-assessment process (p. 23 - 30)¹





Specific Activities

Plan, fund, and implement a training or education on diversity and inclusion topics in your department involving a substantial proportion of your faculty

Example Action

Organize regular Grand Rounds/lectures/meetings focused on healthcare inequity and/or discrimination specific to your discipline





Specific Activities

Plan, fund, and implement an action plan for recruitment of diverse faculty across all lines

Example Action

Trained department diversity advocates on search committees





Specific Activities

Plan, fund, and implement an activity or initiative to foster diversity and inclusion in the pipeline within the department (i.e., residents, medical students, undergraduates, K-12)

Example Actions

1. Funding departmental participation in [AMEC](#), [LMSA](#), [SCORE](#), or [LEAD](#)
2. Partner with [these health centers](#), which are Arbor Free Clinic community partners, to provide students and trainees community engagement opportunities





Specific Activities

Evaluate outcomes of a program/initiative related to diversity and inclusion developed in a previous year

Example Action

% Grand Rounds speakers who represent diverse backgrounds



Diversity, Equity, and Inclusion Consultants/Vendors

As your department plans for and works through these next steps, you may consider consulting an external vendor for the following services:

1. Organizational assessments
2. Long- and short-term trainings and workshops
3. Train-the-trainer programs
4. Strategic planning and mission development
5. Keynotes and conference presentations
6. Capacity Building





On-Demand Series

If your department needs more help in getting started on next steps, consider participating in [OFDD's On-Demand Series](#) in which we offer mentorship, team-building, bias, and inclusion seminars to departments and groups across Stanford Medicine



Additional Information: OFDD Curated Black Lives Matter Resources

OFDD's School-Wide Diversity Website:

<https://med.stanford.edu/diversity/blm-resources.html>

OFDD's Faculty-Focused Website:

<https://med.stanford.edu/facultydiversity/blm-resources.html>

Contact OFDD [here](#)

