



Stanford  
MEDICINE

# Department of Neurology: Updates on Diversity and Inclusion

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# Faculty Development & Recruitment



- **Women In Neurology Luncheons** quarterly since January 2021. Topics: overcoming the imposter system, managing bias and microaggressions
- Successfully **nominated** and supported:
  - AAMC Minority Faculty Leadership Development Seminar: Yohannes Woldeamanuel (June 23-24)
  - Stanford Leadership Development Program Nominees for FY22: Laurice Yang and Courtney Wusthoff
  - OFDD's Junior Leadership Bootcamp Series: Luke Kipp and Zach Threkeld (Oct 2020 to June 2021)
  - Next: SMLA program nominations
- The **Stanford Network for Advancement and Promotion** within Neurology launched April 2021. Women who are emerging leaders in Neurology and professionally facilitated by Inbal Demri, PhD.

- Social Justice and **Health Equity in Neurology lectures** for each residency block
- Grant Funding:
  - Neurology **Residency Track** for Advocacy and Health Equity
- Beginning in July 2021 – **Monthly Student Clerkship Didactic Lectures** (Diversity & Health Equity in Neurology)
- **SCORE:** 5 Visiting Sub-I Students

# STANFORD HIGH SCHOOL NEUROSCIENCE VIRTUAL FORUM AGENDA

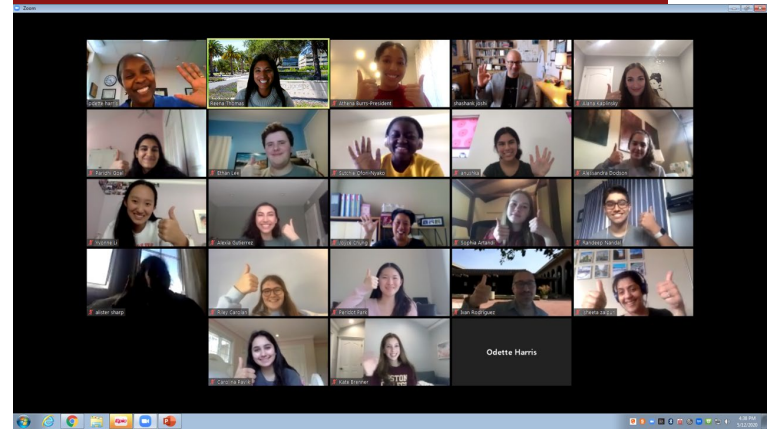
**Date of Event:** Saturday May 8<sup>th</sup>, 2021 (10am- 12pm PST)

**Participants:** Neurology, Neurosurgery, Psychiatry, Young Scientists

**Location:** <https://stanford.zoom.us/j/96673521344?pwd=aE96eW9oQXEkMExiWmdSc2pqa04zQT09&from=addon>

Time	Agenda Item
10:00-10:05	<p><b>Introductions</b></p>  <p><b>Dr. Michael Lim</b> Neurosurgery Department Chair</p>  <p><b>Dr. Frank Longo</b> Neurology Department Chair</p>  <p><b>Dr. Victor Carrion</b> Psychiatry Department Vice Chair</p>
10:05-10:20	<p><b>Keynote Speaker</b></p>  <p><b>Dr. Casey Halpern</b> Stanford neurosurgeon with a focus on deep-brain stimulation to treat movement disorders and psychiatric diseases.</p>
10:20-10:55	<p><b>Presentations- Session One</b></p> <ul style="list-style-type: none"> <li>•Katherine Kricorian - COVID-19 Anxiety &amp; Perceived Healthcare Discrimination Among US Black and Hispanic Populations</li> <li>•Ariana Awiszus - The Impact of Color on Human Psychology</li> <li>•Nathan Paul Palamuttam - Effect of Vitamin D on Human Cognition Oxidative Stress Gene</li> <li>•Rusha Bhat - India's Mental Health Crisis</li> <li>•Devon Krish - Using a Combination of Electroencephalographic and Acoustic Features to Accurately Predict Emotional Response to Music</li> <li>•Neeral Bhalgat - Mental Health in COVID pandemic</li> <li>•Aarnav Sawant - Introspection Mental Health app</li> </ul> <p><i>*Order may be subject to change</i></p>
10:55-11:05	<p><b>Q&amp;A Panel- Session One</b></p>
11:05-11:20	<p><b>Keynote Speaker</b></p>  <p><b>Dr. James Lock</b> Child and adolescent psychiatrist and Director of the Stanford Adolescent Eating Disorder program.</p>
	<p><b>Presentations- Session Two</b></p>

## NEUROSCIENCE JOURNAL CLUB



# Medical Spanish: INDE 274



- New elective course for MD and MSPA students → expand to residents in Fall
- 40-hours of medical Spanish curriculum through an online platform (Canopy)
- 3 proficiency levels
- Online content covers over 36 medical specialties to provide a broad base of clinically relevant knowledge
- Validated pedagogy with relevant clinical scenarios across multiple disciplines
- Inclusive of a culturally relevant approach to clinical care
  
- Language workshops:
  - Dr. Reena Thomas, Clinical Associate Professor of Neurology;
  - Dr. Matias Bruzoni, Associate Professor of Surgery;
  - Dr. Katherine Bianco, Clinical Associate Professor of Obstetrics and Gynecology;
  - Dr. Felipe Perez, Clinical Assistant Professor of Anesthesiology;
  - Dr. Moises Gallegos, Clinical Assistant Professor of Emergency Medicine.

# Resources Overview: GME



- Recruitment
  - Attendance at minority medical association conferences
  - Collaborate with Office of Medical Student Affairs on the SCORE Program (clerkship)
- Inclusion
  - GME Diversity Committee programming
  - Serve as an advocate for diverse GME trainees
  - Mentorship Circles (faculty, resident, medical student, pre-med)
- Leadership Development
  - Leadership Education in Advancing Diversity (LEAD) Program
  - Collate resources for leadership and professional development opportunities
  - Connect with opportunities for health equity research (HEAL Faculty Network)
- Retention & Mentorship
  - Collaborate with Office of Faculty Development and Diversity to host academic career development
  - Mentor diverse pre-health and medical students in our pipeline programs
- Education
  - Diversity and Inclusion Forum
  - Educational activities: inclusive learning environments, cultural humility, health equity, and anti-racism within medicine

# Leadership Education in Advancing Diversity (LEAD) Program - GME



- 10-month longitudinal leadership program for residents and fellows across GME to develop leadership and scholarship skills in addressing issues related to equity, diversity and inclusion (EDI), to produce leaders in academic medicine dedicated to EDI, and to improve the culture of medicine.
  - Monthly, 2-hour evening sessions from 6-8pm
  - First hour is devoted to interactive discussion-based lectures on equity, diversity and inclusion topics led by leaders in and outside of the Stanford community.
  - Second hour is spent working in mentored, small groups on developing workshop presentations, culminating in the annual Diversity and Inclusion Forum to showcase the scholarly works completed.





# Diversity and Inclusion Forum



4TH ANNUAL

# DIVERSITY & INCLUSION

VIRTUAL FORUM

SAVE THE DATE  
FRIDAY, MAY 21, 2021  
8:00 am – 5:00 pm

- JEDI: May your workforce be with you: Why we need diversity, and how to get it
- A Seat at the Table: Empowering the Underrepresented through Mentorship
- Say My Name: Understanding the Power of Names, Correct Pronunciation, and Personal Narratives
- Words That Make You Go “hmmm”: Building Skills for Intentional Communication
- We are not throwing away our shot: Coming together to understand and build a community engagement toolkit to address COVID-19 health disparities and vaccination inequities
- Navigating Diverse Mentoring Relationships: How to right the ship when it's going off-course?
- Creating an inclusive and effective mentor/mentee relationship
- Moral Injury: How it affects us & tools to combat it
- A Juggling Act: Preserving Individual Cultural Identity while Assimilating into the Culture of Healthcare
- Healing Microaggressions through Peer-Centered Interventions: An Experiential Workshop



# Inclusion & Project Grants



- [Black Resident Spotlight: Stanford Med DEI on You Tube](#)
- COVID Telehealth Grants Coronavirus Aid, Relief and Economic Security (CARES) Act
  - Telehealth activities and training for health care professionals
- Awards: Spring Reception May 20, 2021
  - Dr. Fernando Mendoza Health Equity Research and Opportunity (HERO) Award (UME)
  - Dr. Miquell Miller Award for Promoting Diversity and Inclusion (GME)

# Neurology Diversity Coordinator



Our Neurology & Neurosurgery Diversity Coordinator, Taylor Redmond, joined our Department in October of 2020. She supports the Vice Chair of Diversity & Inclusion, Dr. Reena Thomas. Together, they have been working on faculty recruitment, building community for staff within the Department, and pipeline programming.

Taylor graduated from UC Berkeley with a BA in Sociology and a minor in African-American Studies. Prior to coming to Stanford, she had experience creating diversity, equity, and inclusion curriculum.

