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
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
Support

Faculty

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

Physician Resource Network (PRN) Support
WellConnect
Employee Assistance Program

Staff

Stanford’s BeWell program
Stanford Healthy Living Classes
The Faculty Staff Help Center

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Resources

Raceworks

• https://ccsre.stanford.edu/raceworks

LARA method

• https://sparqtools.org/lara/

Are you ready to talk?

• https://sparqtools.org/areyoureadytotalk/
U.S. Businesses Must Take Meaningful Action Against Racism (Harvard Business Review)


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
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.

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.

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

3. **Act**
   - Think about how you can use your power to effect change

Next Steps: Example Actions you can Take in Your Department

• Host **journal clubs** centered on topics of racial justice and equity as they relate to your discipline
• Consider additional opportunities for your department’s **engagement in the community**
• Organize regular **Grand Rounds/lectures/meetings** focused on healthcare inequity and/or discrimination specific to your discipline
• 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
• Undertake **pipeline programming**, encouraging diverse K-12, undergraduate, medical/graduate students to meet your faculty
• 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)
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

Contacts:
Bonnie Maldonado, bonniem@Stanford.edu
Magali Fassiotto, magalif1@Stanford.edu