Dear colleagues,

We dedicated our newsletter this month to the very timely topic of social justice. We watched in awe and disgust how Amy Cooper intentionally threatened an innocent black man with a false testimony. We saw on video, how a policeman abused his power to kill George Floyd. We learned about the shootings of Breonna Taylor, Ahmaud Arbery and many others. We are heartbroken by these tragic and unnecessary deaths.

If you are a black member of our community, please know that we stand with you. Some of our team members expressed their solidarity by joining a march for justice. Others, especially those at high risk for COVID-19, express this through other communications. No matter how we say it, we all want to express our solidarity and stand with you for racial equality and social justice.

The incident in Central Park might have specific implications for the academic environment. I started to wonder: How many Amy Coopers are out there? How prevalent is this behavior of casually filing wrong testimonies? How many people are abusing their power to hurt others? How can we create a better community where misconducts such as this cannot happen again? How can we address widespread racism and mend the broken trust of our community?

The Radiology Department and diversity committee is launching a new initiative to create lasting change. The Radiology leadership will start with a Town Hall Meeting and develop concrete action plans from there. We can only succeed if everyone gets involved. Some of our writers provide examples, how this can look like. I invite you all to join our team and get actively involved.

Thank you for enriching our community! Let’s work together to create a better world!

Heike E. Daldrup-Link, M.D, Ph.D.
Professor
Associate Chair for Diversity
Stanford Medicine | Radiology
AMY COOPER KNEW EXACTLY WHAT SHE WAS DOING
https://www.huffpost.com/entry/amy-cooper-knew-exactly-what-she-was-doing_n_5ecd1d89c5b-6c1f281e0fc5?ncid=engmodushpmg00000004

ACKNOWLEDGE THE WHITE PRIVILEGE
https://www.yesmagazine.org/opinion/2017/09/08/my-white-friend-asked-me-on-facebook-to-explain-white-privilege-i-decided-to-be-honest/

AN INSPIRING MESSAGE FROM PROFESSOR ROBERT HARRINGTON
Professor of Medicine and Chairman of the Department of Medicine at Stanford
https://www.youtube.com/watch?v=zUSAXGVPvA

ANTI-RACISM RESOURCES FOR WHITE PEOPLE
(Document compiled by Sarah Sophie Flicker, Alyssa Klein in May 2020.):
https://docs.google.com/document/u/0/d/1BRIF2_zhNe86SgGHa6-VlBO-QgirlTtugSfKieSFs/mobilebasic

BELOW IS A VERY USEFUL RESOURCE FROM UCLA THAT HAS EXAMPLES OF MICRO-AGGRESSIONS THAT COVER ALL RACES:

IMAGES THAT CAN BE USED IN CONJUNCTION WITH SOCIAL JUSTICE MESSAGES
There are some albums on Flickr:
https://www.flickr.com/photos/worldcantwait/albums/72157651453338316/
https://www.flickr.com/groups/2900728@N20/pool
The BLM website has some social media graphics available to show support:
https://blacklivesmatter.com/social-media-graphics/
Dear Colleagues,

Like many of you, we are shaken by the tragic deaths of George Floyd, Breonna Taylor, and Ahmaud Arbery. We mourn for the loss of these citizens and the pain it has caused.

Stanford Radiology believes that all people, regardless of race, are entitled to dignity, justice, and equal treatment. And we will continuously strive toward building a culture that reflects these fundamental values. We grieve about the acts of violence against African Americans that we have recently witnessed.

When we stand together, we reaffirm the value of each other, the importance of diversity, and commit ourselves to making a better world for all. Should you need help please reach out to one of the campus resources below or any of us.

Sincerely,

Dr. Garry Gold, Vice Chair for Research and Organization
Dr. David Larson, Vice Chair for Education and Clinical Operations
Dr. Sam Gambhir, Chair of Radiology
Dr. Heike Daldrup-Link, Associate Chair for Diversity
Yun-Ting Yeh, Director of Finance and Administration

**RESOURCES FOR BOTH FACULTY AND RESIDENTS:**

- [Physician Resource Network (PRN) Support](#) - PRN Support provides our physicians and trainees with confidential, independent, legally-protected collegial support and resources for life’s inevitable clinical, professional and personal challenges.
- [Faculty Staff Help Center](#) - Professional and confidential counseling about work-related or personal issues.
- [WellConnect](#) - 24/7 access to mental health care for residents and fellows.
Dear Stanford Community,

We write this evening with heavy hearts as we witness the senseless acts of violence perpetrated against Black communities. The tragic loss of lives – those of George Floyd in Minneapolis, and before that, the deaths of Ahmaud Arbery, Breonna Taylor and Sean Reed – due to racial violence is deeply saddening and a stain against the values that we personally hold, and that Stanford, as an institution, cherishes.

These horrific recent events are, sadly, not isolated events. They represent systemic issues of racism, inequality and injustice that have plagued our social fabric across history. We condemn this history and present reality and ask all to join us in seeking racial justice and an end to the brutality that oppresses and traumatizes Black communities.

The fact that these horrific acts have occurred in the midst of a pandemic are a double blow. They cause additional pain and grief at a time when we are dealing with so many other challenges. But the shameful reality is that the virus has disproportionately affected our country's communities of color. It has laid bare the inequities of our healthcare system and made painfully clear how those who have suffered so many other injustices for so long must also unequally bear the burden of this disease. These acts of racism and hatred we have witnessed in the last few weeks bring into even greater relief that sense of injustice.

More than 50 years ago, Dr. Martin Luther King Jr. spoke about these issues at Stanford in his speech "The Other America:"

And the great tragedy is that the nation continues in its national policy to ignore the conditions that brought the riots or the rebellions into being. For in the final analysis, the riot is the language of the unheard. . . . And the fact is that justice is indivisible; injustice anywhere is a threat to justice everywhere.

The violence we witness today arises from our painful legacy of racial injustice embedded in our most vital social structures. It is not an issue that impacts our Black community alone. It impacts all of us. Indeed, it is an assault on our shared humanity. Ending this violence requires not only constant vigilance, but a united stance against racism and hatred in all its forms.

As a community, we will continue to seek ways to be defined by what unites us rather than what divides us. In the last year, we have worked with our student, faculty and staff communities of color to find ways to better support them. We have a long way to go but we are committed to making progress through specific actions. This includes using the university's intellectual resources and wellspring of talent to further address social inequity, and through our research and teaching, advance public policy changes and much needed social reform.

As always, please remember that there are support systems available to you on campus even if you are physically elsewhere. We are here to help in these extraordinarily difficult times.

Even if we are physically separated, we stand with you in support and solidarity.

Persis Drell, Provost

Susie Brubaker-Cole, Vice Provost for Student Affairs

Tiffany Steinwert, Dean for Religious Life
I imagine a (different) world in which each individual is valued, respected, included, and treated as equal. Shocking and tragic recent events have cast a spotlight on our nation’s blind eye to (and tacit acceptance of) systemic racism and unwarranted police violence against our black community. Together, we must stand firm to bear witness, denounce and end these practices that devalue individuals based upon the color of their skin. There is a pressing need for each of us to act collectively NOW in realizing a (just) future for us all.

Ann Leung MD
Professor
Associate Chair for Clinical Affairs
Stanford Medicine | Radiology

“I have a dream that my four little children will one day live in a nation where they will not be judged by the color of their skin, but by the content of their character.”

– Dr. Martin Luther King, Jr.
A message from SMAC:

The Stanford Medicine Abilities Coalition (SMAC) stands in solidarity with our family, friends, students, residents and fellows, staff, and colleagues of color as we toil to end institutional and systemic racism in all its forms, including here at Stanford.

We denounce the appalling murder of George Floyd at the hands of the Minneapolis Police Department, and the deaths of Breonna Taylor, Ahmad Arbery, Tony McDade, David McAtee, and countless other Black lives taken before them.

We categorically reject racism, white supremacy, and any insidious belief that any person or group has the right to dominate another.

We stand steadfast for civil rights that every human being has intrinsic value that must be respected regardless of the color of our skin, how or if we worship, where we come from, who we love, or whether we have a disability.

Pain felt by one part of our diverse community is felt by all. And we have a moral obligation to reach beyond our identity group. In the words of Martin Luther King Jr., “the ultimate tragedy is not the oppression and cruelty by the bad people, but the silence over that by the good people.”

It is time for us, for all of us, to collectively cry out: Black Lives Matter.

Peter D. Poullos, MD
Clinical Associate Professor
Founder and Director, Stanford Medicine Abilities Coalition (SMAC)
Stanford Medicine | Radiology

“I speak not for myself but for those without voice...those who have fought for their rights... their right to live in peace, their right to be treated with dignity, their right to equality of opportunity, their right to be educated.”

– Malala Yousafzai
Dear Colleagues,

It is hard to express in words the feeling of this moment in history. In the midst of a global pandemic and economic recession, we witnessed yet another brutal death of a person of color in tragic circumstances that can be termed as institutionalized social injustice for the black community.

In this backdrop, it was heartening to watch Stanford Medicine come together briefly yesterday afternoon to show our support for the black community, to reaffirm our commitment to bring about meaningful change together, not just yesterday or this week, but in the weeks, months and years to come. We are especially grateful to those who organized this event and encouraged us to attend.

We are in the process of planning a Department virtual town hall or focused smaller sessions to come together and have a dialogue as a Radiology community. More details will be forthcoming soon. Thank you in advance for patience in this regard as we really want to plan something meaningful that allows us to consider some actions that will have a longer term impact.

In the meantime, we emphasize our commitment to ensuring that all voices be heard at all levels in the Department. All individuals should feel safe and empowered to respectfully but passionately advocate for what they believe to be right.

In the words of Martin Luther King Jr.:

“Darkness cannot drive out darkness; only light can do that. Hate cannot drive out hate; only love can do that.”

Best Regards,

Sam Gambhir
Garry Gold
David Larson
Yun-Ting Yeh

“Racism is still with us. But it is up to us to prepare our children for what they have to meet, and, hopefully, we shall overcome.”

– Rosa Parks
March for Social Justice at Stanford
June 4, 2020

Photo submitted by Greg Zaharchuk, MD, PhD, Professor of Radiology

Social Justice
“It was great to see so many people from various walks of life coming out and peacefully supporting our Black communities in solidarity. We have so much more work to do, but I hope we can make important progress toward eliminating racial inequality and achieve greater social justice united together.”

Brett Zain Fite, PhD
Instructor, MIPS
Stanford Medicine | Radiology
To demonstrate our support at large public gatherings, but also doing so in as safe a way as possible, research is helpful.

Evidence is mounting for both droplet and aerosol spread of the SARS-CoV-2 virus (a few References below).

To decrease our risk at large public gatherings:

- ensure wearing a mask, and it is well fitting (no brainer)
- If possible, N95 is a little bit better than surgical (if you are a healthcare professional, you may still have the one from your annual N95 mask fitting that would have been thrown away anyway)
- Eye protection: Many of us nerdy radiologists are gifted by our spectacles, or sunglasses for a sunny day
- Do distance as possible
- hand hygiene
- Keep outdoors

In this context, singing, shouting, speaking, or even normal breathing produce droplets and aerosols that can infect, more efficiently in an enclosed, however cavernous, space. But mask wearing and being outside help decrease the risk.

I’m a little bit more heartbroken everyday when reading about politics, but inspired when keeping up to date with the hard work of our scientists and heroism of our medical colleagues.

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1. https://science.sciencemag.org/content/early/2020/06/02/science.abc6197.1

Henry Guo, MD
Clinical Associate Professor
Stanford Medicine | Radiology
Since we are a “high risk” family, we join you through our private walk in solidarity with the Stanford Medicine community. We stand with you to support racial equality and social justice.

#StanfordMedTogether #WhiteCoatsForBlackLives #HealthcareWorkersforBlackLives

Heike Daldrup-Link, MD

Professor
Associate Chair for Diversity
Stanford Medicine  |  Radiology
The recent deaths of Breonna Taylor, George Floyd, and Ahmaud Arbery, and the unrest that has followed, mark dark days in American history. It is unfortunate that these are just a few of many racial injustices that have occurred. It is saddening that such horrific events are still perpetrated in our country, and that people fear for their lives and their loved ones because of their skin color.

A definition of community includes “a feeling of fellowship with others.” The emotions the African American community is enduring should not be suffered alone. When they grieve, many others also grieve with them. An injustice against them should also be regarded as an injustice to all those who are law-abiding in a country where freedom, justice, and equality should be accessible by all.

It is hard to know what action to take when issues are so far-reaching. In the words of Mahatma Gandhi, “In a gentle way, you can shake the world.” I can start by extending my hands and heart to those in my own community at Stanford and the Bay Area – I see your pain and embrace you with friendship.

Sunita Pal, MD
Clinical Associate Professor
Stanford Medicine  |  Radiology

In my family we continue to be at a loss of words. I guess we were rather naive when in 2008 we believed that the US finally had arrived where it should have been long ago when president Obama got elected. My son, Alexander who was interested in politics from a very early age was always so proud that “his” two countries had the best and coolest (aka most reasonable leaders), president Obama and chancellor Merkel. To him there was no question about an African American or a women being in those positions. It was just normal. Now he looks with horror to what is happening in Washington and elsewhere in the country...

We will march on our own tonight after work!

Amelie Lutz, MD
Assistant Professor
Stanford Medicine  |  Radiology
The Fabric We Weave

Our communities, workplaces and nation all have a social fabric that ties us together. Our action and inactions can weave or unravel the threads that bind. If, for example, we are in a period of unraveling, what does it take to start to weave again. Do we weave the same pattern? Do we choose a new pattern? What do we do if someone starts unraveling it from the other side? Who do we choose to lead the weaving? Can we all do it together? What if this is being continuously woven without unraveling? What does the change look like as the threads are added? Or do we look back and see that the meaningful have been woven in all along without notice? This extraordinary time in our social fabric has led us all to be more observant of the threads that we notice, the threads that we weave and the threads that we can be responsible for.

Jane Seekins, DO
Assistant Professor
Stanford Medicine | Radiology

Everyone deserves dignity and justice. Every single member of our society. As obvious as it sounds, over the last days, I have been in pain realizing once again that in 2020 we still need to talk about racism. While a lot has been done, the tragic events of Minneapolis clearly remind everyone that there is still a long way to go. The horrible killing of George Floyd, and the many more deaths before his, is shaking the pillars of our society. But today more than ever, we should not forget that racism is a battle that has to be fought every day, not only as a response of its most inhuman and cruel manifestations. It is everyone's responsibility not to turn around, and work towards building a society were stories like this cannot happen anymore. Today more than ever, being non-racist is not enough. All of us should come together and radically fight discrimination and inequality every single day, to create a community where everyone can thrive.

Valentina Mazzoli, PhD
Postdoctoral Fellow
Stanford Medicine | Radiology
Our community, and those across the world, are disturbed by the senseless killings of George Floyd, Breonna Taylor, Ahmad Arbery, Tony McDade, and many others. Unfortunately, these acts of violence against Black communities are not isolated but a product of ongoing systemic racism and injustice. Everybody deserves the basic rights to feel safe, accepted, supported and respected in their communities regardless of their race, gender, sexuality, and abilities but frustratingly this is not a reality, and we have a long way to go to achieve this.

As we are all experiencing the devastating effects of COVID-19, it’s important to acknowledge that it is disproportionately affecting Black and Brown communities. We all too often talk about going back to “normal”, but a world filled with deep-rooted racial discrimination should not and cannot be normal anymore. We need to work towards a new normal that not only stands for equality but fights for it!

As a community, we need to stand together to fight for and implement active change. We need to hold our leaders, representatives and organizations accountable to fight against racism across policing, policy, healthcare and education! As individuals we also have a critical role to play! Actions I’m personally trying to take to on my journey to become an effective ally are: truly listening to the voices of Black communities about their experiences and actions for to implementing urgent change, checking my privilege and educating myself by reading anti-racist literature, having difficult and necessary conversations with colleagues, friends and family members about racial injustice, and committing to long-term support of Black organizations, businesses and creators. This may be difficult and uncomfortable at times but leaning into this discomfort is what will help enact change. We need to and can do better!

_Aisling Chaney, PhD_
Postdoctoral Scholar  
The James Lab, MIPS  
Stanford Medicine  |  Radiology

I am both saddened and sickened by the unconscionable deaths of Breonna Taylor, Ahmaud Arbery, George Floyd, and so many others. The acts leading to these deaths are heinous and utterly inexcusable. My heart breaks for the families and loved ones of the victims. I hope that we can all work together to find a peaceful plan for change in this country and alter the culture that has led to such atrocities.

_Jess Klockow, PhD_
Postdoctoral Fellow  
Chair, Stanford Radiology Trainee Diversity Committee  
Stanford Medicine  |  Radiation Oncology
We need a vaccine against inequality and inequity

The situation regarding race equality/equity in our country is not unlike the one we are all facing regarding COVID-19. While social distancing can limit the number of new cases per unit time, without an effective vaccine or cure, COVID-19 will smolder forever leaving a continuous path of devastation in its wake. In my life, I have seen many small steps in many parts of the country that have improved access to opportunity and services for people of color and other under-represented and disadvantaged communities. We could look at that and say things like, we’re getting there, change requires time, be patient. While welcome, these small steps are analogous to social distancing; they tamp down, but do not lead to an end to the threat. If we continue on this path, small gains will be continually set back by outbreaks of hatred and violence, and we will never get to the world we want to live in. Instead, we must demand of our leaders a vaccine against inequality/inequity in the form of an actionable plan conceived of and managed by a national level cabinet position with funding to encourage states to take big steps in the right direction and laws to disadvantage states that don’t. Election day is coming up. It is not enough to replace leaders who have failed and embarrassed us miserably. Speak up, speak out, and demand to see the plan.

Wash your hands — don't touch your face — stay safe!

Sandy Napol, PhD

Professor
Division Chief, IBIIS | Co-Director, Radiology 3DQ Lab
Stanford Medicine | Radiology
As long as our nation is still a democracy, I believe the way to fix things is through that democracy. To that end, I share with you the letter I wrote today to my representative, congresswomen, and president, as well as future presidential and vice presidential candidates. I encourage you and everyone to contact their leaders to demand change. Change happens when our leaders feel that their jobs depend on it.

Bruce Daniel, MD

Professor
Stanford Medicine | Radiology

Dear ____,

The horrific deaths of George Floyd, Breonna Taylor, and Ahmaud Arbery and the terrible treatment of Chris Cooper in central park reveal an appalling erosion of mutual respect, tolerance, and fundamental human decency in our society. We are all on this small planet together. It is still self-evident that all are created equal. There is no room for cruelty or racism. To serve, whether as physician, politician, or policeman, is a privilege that comes with duties. Last weekend while working on call at our hospital I saw the enormous effort expended by teams of doctors and providers to save a single motorcycle crash victim. To see human lives so profoundly devalued and tossed aside speaks of deep seated illness not just among the few who commit these heinous crimes, but among those who foment violence, and hatred.

I urge you to hold accountable those who kill, and injure. Expend your leadership to rebuild public trust. Do not accept those who try to divide us. Use your voice to “go high” and elevate those who promote economic and structural change, and basic human rights. We need unemployment benefits to sustain us though pandemics. Tax the wealth of the 0.01% to provide basic healthcare and income to all now that the “gig-economy” does not. Support public education that nurtures and binds us together in all our diversity. And most urgently, deliver drastic chemotherapy to root out and destroy the social media petri-dishes of fake news that cultivate and legitimize sociopathic thinking. The world is watching America at this moment. We need leaders who lead -- with strong, creative, powerful ideas, mindful rhetoric, and transformative policies – not platitudes.
Since we are all spending most of our time in Zoom meetings, I wonder if we can use the Zoom forum to express our solidarity with the BLM movement. For instance, a Zoom participant can upload a picture file and place it in the background for both the OFF and ON settings of Video. Please look at the screen shots of my zoom meeting. The image in the background would be a surrogate for the signs one would normally carry at a protest march. In this way, we can show support yet shelter-in-place at the same time.

I think what would be ideal if several members of a meeting would show different images and we can take a gallery view screenshot that we could forward to the LEAD members. It would be up to the individual Zoom participant to choose an appropriate image.

Edwin Chang, PhD
Lab Manager / Lab Scientist
Stanford Medicine | Radiology
I grew up in Argentina, where hair color and skin tone inherently stratify humans into different ranks that then define beauty standards, as well as who gets what job, who is feared and who is automatically accepted, who gets a table first at a restaurant or who is allowed into a nightclub.

I am Argentinian. I am South American and Latino. I am Jewish. My grandparents emigrated from eastern Europe before the second world war, escaping the Nazis. My skin is not quite “European” white, nor its black. I am of uncertain origin - a light brown color - that has never fully allowed me to fit in one specific skin color box. Darker people see me as white and whiter people see me as dark.

As a South American-Latino-Jewish European-US citizen male with light brown skin and a thick accent, I have often felt the victim of unconscious bias. I have often wondered if I'm deemed inferior because one or many of these qualities? These feelings are often hard to justify because the actions that caused them are essentially subtle, unconscious and most of the time unintentional.

In this country, my story is one of privilege. While I am empathic with the cause of bringing freedom, safety and prosperity to the black community for once and for all, it is impossible for me to fully understand the racial suffering that many African Americans have sustained since the beginning of this nation and even before that. This suffering continues today and is evident by looking at every health statistic of the black population of this country as well as the many acts of explicit violence and discrimination that we all witness frequently.

I know that the United States is a developed, high-achieving nation with the primordial intention of generating equal opportunities and erasing structural differences and racism. This ideal has at least in theory made this country stand and rise above others. But there is still a long way to go to make this a reality and, frankly, the time for waiting is done. We must work harder every single day to achieve this, to put these deep inequities in our past and in the past of the country and, most importantly, of our children.

Guido A. Davidzon, MD, SM

Clinical Associate Professor
Nuclear Medicine and Molecular Imaging
Stanford Medicine | Radiology
Violence has recently erupted across the land
   For reasons I can partially understand
Who would think that simply going out for a run
Could get you shot and cause your life to be done
One moment you are sleeping quietly in bed
The next minute someone breaks in and shoots you dead
   When a man goes down on a bended knee
   Upon a black neck it should never be!
Another life snuffed out - another family destroyed
   Another community left with a gaping void
When are our leaders going to step up and say
   That this type of behavior is not OK
The answer does not lie in riots or looting it's true
   But surely there is something else we can do
   The situation we are in is already tough
But when are we going to shout “That's enough”
   We need to lead by example and express indignation
   Not propagate violence and bigotry to the next generation
   Speeches full of rhetoric and racial undertones
   Should not be something our government condones
   Now is the time for acknowledging regrets
   Not blaming others and issuing thinly veiled threats
And when someone expresses a different point of view
   Don't assume that it is a personal attack on you
   Don't use this as an opportunity for political gain
   Such poor behavior should be met with disdain
It's time for our leaders to stop being destructive
And ensure that their actions are much more productive
   This is not the time to say “Let's wait and see”
   Now is the time to come up with a plan for unity
   Racial tensions were already running high
   National shutdown has been hard, I cannot deny
   Job losses have widened the economic divide
   Lead to widespread frustration when help is denied
US citizens should not be going hungry in this day and age
   People deserve to have jobs with a decent wage
   Everyone should be entitled to a good education
   Adequate healthcare should be available across the nation
   Everyone deserves security and peace of mind
To be allowed to follow their dreams and not get left behind
   Basic human rights should be everyone's expectation
   Not determined by race, creed or sexual orientation
   People should not be judged by the color of their skin
   But by their desires and core values that lie within
   I hope that you find these thoughts are appealing
   We can work together to create new opportunities for national healing
   Instead of standing a nation divided
   Let's start using the gifts we have all been provided
   Reach out to your neighbors and colleagues and friends
   Let's push our prejudices aside and start making amends
   It is time for our leaders to engage and connect
   America might then earn back worldwide respect

Kate Stevens, MD
Associate Professor
Stanford Medicine  |  Radiology
“What’s the problem with being ‘not racist’? It is a claim that signifies neutrality: ‘I am not a racist, but neither am I aggressively against racism.’ But there is no neutrality in the racism struggle. The opposite of ‘racist’ isn’t ‘not racist.’ It is ‘antiracist.’ What’s the difference? One endorses either the idea of a racial hierarchy as a racist, or racial equality as an antiracist. One either believes problems are rooted in groups of people, as a racist, or locates the roots of the problems in power and policies, as an antiracist. One either allows racial inequalities to persevere, as a racist, or confronts racial inequities, as an antiracist. There is no in-between safe space of ‘not racist.’ The claim of ‘not racist’ neutrality is a mask for racism. This may seem harsh, but it’s important at the outset that we apply one of the core principles of antiracism, which is to return the word ‘racist’ itself back to its proper usage. ‘Racist’ is not – as Richard Spencer argues – a pejorative. It is not the worst word in the English language; it is not the equivalent of a slur. It is descriptive, and the only way to undo racism is to consistently identify and describe it – and then dismantle it. The attempt to turn this usefully descriptive term into an almost unusable slur is, of course, designed to do the opposite: to freeze us into inaction.” – Ibram X. Kendi.

Ideas for what we can do as humans and as a residency to build a better antiracist community:

1. Participate in community outreach by volunteering in underserved communities
2. Educate ourselves and each other about race and inequality by reading, talking, and sharing
   (https://docs.google.com/document/d/1H-Vxs6jEUBxYxlMS2BjGH1kQ7mEuZnHpP5s1Bpawm/0/mobilebasic#id.2bn4tefl1y)
3. Support local Black owned businesses (Bay Area Organization of Black Owned Businesses: baobobdirectory.com)
4. Vote

Kristina Michaudet, MD
PG-2 Resident
Stanford Medicine | Radiology
Dear community,

In recognition of the pain and grief of the current moment, I want to share a few resources that may help you identify ways you can contribute to the movements for justice for George Floyd, Breonna Taylor, Ahmaud Arbery, Tony McDade, and others, as well as to the larger movements to end police violence. I am also including resources for those wanting to understand more about systemic racism and anti-racism. I recognize that this list is in no way exhaustive and I encourage you to send additional resources and suggestions to me so that we can continue to expand it.

Stanford Medicine holds diversity and inclusion as a core value; it is up to each of us to do our part—individually as well as collectively—to ensure that we understand how our words, actions (and in some moments our silence or inaction), curriculum, pedagogical choices, and course materials advance or work against those values. We also have an obligation to examine our own biases and beliefs as part of this process. As Ibram X. Kendi explains in his book How to be an Antiracist, “No one becomes a racist or antiracist. We can only strive to be one or the other. We can unknowingly strive to be racist. We can knowingly strive to be antiracist. Like fighting an addiction, being an antiracist requires persistent self-awareness, constant self-criticism, and regular self-examination.” Through on-going education and self-examination, we can strive to do better in each moment.

We recognize that for our Black colleagues and students it can be exhausting both to live in a country built on their oppression and subjugation, and to be asked to educate others about racism and how to respond in moments such as this. Let's all keep this in mind as we reach out to and support our colleagues and students who, despite carrying deep pain, have to show up and keep their projects, programs, and practices moving forward. A couple of resources (those from Dynasti Hunt) offer one person’s perspective on this particular topic and are linked in the readings below.

These resources are offered as a starting point and in the spirit of on-going education. As you look into them, you will find links and references to more so you can continue your research and learning. We recognize that education is one step of many to be taken as we continue to fight for a truly just and equitable society. I also invite and encourage anyone with questions or concerns to contact me directly.

My best,

Christine

Christine Schirmer, EdD
Administrative Director
Stanford Teaching and Mentoring Academy
Stanford
NATIONAL AND LOCAL ORGANIZATIONS YOU CAN LEARN MORE ABOUT/DONATE TO
1. The African American Policy Forum: An innovative think tank that connects academics, activists, and policy-makers to promote efforts to dismantle structural inequality.
2. Black Lives Matter: A global organization in the US, UK, and Canada whose mission is to eradicate white supremacy and build local power to intervene in violence inflicted on Black communities by the state and vigilantes
3. Campaign Zero: How police use of force policies can help to end police violence
4. Color of Change: Online racial justice organization
6. Equal Justice Initiative: The Equal Justice Initiative is committed to ending mass incarceration and excessive punishment in the United States, to challenging racial economic injustice, and to protecting basic human rights for the most vulnerable people in American society.
7. Mass Defense Program (National Lawyers Guild): A national network of lawyers, legal workers, and law students who provide legal support for activists, protesters, and movements for social change
8. Minnesota Freedom Fund

ACTIONS YOU CAN TAKE
9. Anguish and Action: Through the Obama Foundation; a list of ways to advocate for change as well as resources for learning about police violence and antiracism
10. Contact your state and local representatives: Link for local representatives takes you to those for Santa Clara County; for other counties, simply Google “who are my local representatives [insert your county of residence]”. Many resources listed here include templates for phone calls and letters if you are unsure of what to say.
11. 43 Bail Funds You Can Absolutely Support Right Now: Support protesters currently being arrested and support movements to end the cash bail process that feeds mass incarceration of Black people and other people of color
12. 26 Ways to Be In the Struggle Beyond the Streets: Created by people for people who cannot protest in the street yet still want to contribute to the movement
13. 75 Things White People Can do For Racial Justice: Includes readings and actions; compiled by Corinne Shutack
14. 20+ Allyship Actions for Asians to Show Up for the Black Community Right Now: Actions and suggestions for the Asian and Asian American community; compiled by Michelle Kim
15. How Latinx People Can Fight Anti-Black Racism in Our Own Culture: Unpacks how Latinx people can interrogate their involvement in Black liberation and the dismantling of white supremacy
16. How to Support Black Lives and Community in the Bay Area, by Chloé Hennen for 7x7
17. Ways You Can Help: Provides templates and instructions for sending emails, making phone calls, etc. on behalf of justice for George Floyd and Breonna Taylor. Also includes a template for inquiring about how police are trained in your city. Updated regularly.
READINGS
18. 1619 Project, Nikole Hannah-Jones
19. Anti-Racism Resources for White People: Resource guide (includes articles, podcasts, films, books) compiled by Sarah Sophie Flick and Alyssa Klein
21. Be an Antiracist, reading list compiled by SF Public Library
22. The End of Policing by Alex S. Vitale (free e-book)
23. Five Dos and Don'ts for White Leaders and Colleagues Discussing Racism at Work Today, created by Dynasti Hunt
24. Six Questions to Stop Asking Your Black Friends Right Now, created by Dynasti Hunt
25. The Great Unlearning: created by Rachel Cargle
26. How to Make this Moment the Turning Point for Real Change, Barack Obama
27. Why Do You Serve, Who Do You Protect? By Joe Macaré, Maya Schenwar, and Alan Yu-lan Price; forward by Alicia Garza (free e-book)

VIDEOS AND MOVIES
28. 13th (Netflix)
29. Dear White People (Netflix)
30. Debunking the Most Common Myths White People Tell About Race (Robin DiAngelo)
31. Just Mercy (free for the month of June)
32. Trevor Noah on the damage caused during some protests
33. “These Are Not Riots, These are Rebellions” (Marc Lamont Hill)
34. Neil Degrasse Tyson on Being Black in Science
35. When They See Us (Netflix)

PODCASTS
36. About Race (Reni Eddo-Lodge)
37. Code Switch (NPR)
38. Fare of the Free Child (Akilah S. Richards)
39. Intersectionality Matters! (Kimberle Crenshaw)
40. Lady Don't Take No (Alicia Garza)
41. NYT 1619 (Nikole Hannah-Jones)
42. Pod for the Cause (Leadership Conference on Civil & Human Rights)
43. Pod Save the People (DeRay McKesson, Brittany Packnett, Sam Sinyangwe, Dr. Clint Smith III)
44. Seeing White series from Scene on Radio podcast (John Biewin, Deena Hayes-Green and Chenjerai Kumanika)
The HR community has provided the following list of resources to share with the greater community that you may find useful in this difficult time:

If you or someone you know at Stanford would like to submit a Workplace Concern:

- **Address Workplace Concerns**: A list of Formal and Informal resources to address questions or issues that may influence your experience at Stanford.
- **Ethics and Compliance Helpline**: Stanford policy prohibits retaliation against an individual who in good faith reports or provides information about concerns or suspected violations. If you have a concern or question contact them at 650-721-2667 or integrity@stanford.edu.
- **School of Medicine Ombuds**: A confidential and independent resource available to discuss concerns. For more information, please call the Ombud at 650-498-5744.
- **Staff Faculty Help Center**: If you have questions on their services or would like to make an appointment, contact them at (650) 723-4577 or helpcenter@lists.stanford.edu.
- **The Office for Religious Life**: Provides confidential advice, consultation, information and support to faculty and staff. They can be reached at 650-723-1762 or religious-life@stanford.edu.

Here are some resources to help you connect with others at Stanford:

- **Join a Staff Group**: Connect with other Stanford employees, to share and exchange information and knowledge about all aspects of work, life and family.
- **Give back and Volunteer**: Some on- and off-campus volunteer opportunities.

Health and Counseling Resources

- The **Bridge Peer Counseling Center** offers confidential counseling 24 hours/day by phone or in person. Counselors are trained students and services are free and completely confidential.
- **Vaden Health Center**, located on campus, has medical services, a pharmacy and a counseling center open to students.
  - **Wellness and Health Promotion Services** sponsors wellness classes, workshops and seminars, as well as individual consultations, focused on helping students enjoy a healthy quality of life.
  - **Counseling and Psychological Services (CAPS)** counsels students with personal, academic and relationship concerns through short-term individual or group sessions (including couples counseling).

Student Communities and Groups to connect with others at Stanford

- **Asian American Activities Center**
- **Black Community Services Center**
- **Diversity and First-Gen Office**
- **El Centro Chicano y Latino**
- **The Markaz: Resource Center**
- **Native American Cultural Center**
- **Office for Religious Life**
- **Queer Student Resources**
- **Office of Student Engagement (OSE)**
- **Student Groups at Stanford**
- **Women's Community Center (WCC)**

**Amy R. Erickson, PHR**
Human Resources Manager
Institute for Stem Cell Biology and Regenerative Medicine (ISCBRM)
Stanford Medicine
OFDD has curated resources for anti-racist education, donation and activism, and self-care from the many messages that were sent out last week and created a Black Lives Matter Resources page on the School-wide Diversity website: https://med.stanford.edu/diversity/blm-resources.html.

In addition, we have developed a Black Lives Matter Faculty Resources page specific to faculty issues on the OFDD website, including resources for engagement on these topics with students and trainees: https://med.stanford.edu/facultydiversity/blm-resources.html

For any feedback, please feel free to use the contact us form on the pages or reach out to me directly. These resources will be evolving. Thank you for your continuous efforts to make Stanford Medicine more equitable and inclusive.

Best,
Magali

Magali Fassiotto, PhD
Assistant Dean
Office of Faculty Development & Diversity
Stanford Medicine
Dear colleagues:

As all of us are too painfully aware, we stand at a moment unprecedented in our nation's history. It is a time when we face a biological threat, an economic crisis, and most sadly, social unrest arising from the systemic racism that has plagued our society for all of the years of its existence. This is a time of profound stress for all of us, but for our colleagues of color, the burden is unfathomable.

For the young people among us, our undergraduate, graduate, and post-doctoral students, and even for our younger colleagues, the darkness of this time is difficult to comprehend. Never in their lifetimes have they faced such challenges. For those of us in a position to do so, there was never a time more urgent to offer our hands and our hearts to others. As many of you know, there have been requests from students for special accommodations as the quarter draws to a close. We know that you will do what you can to honor these requests. We also know that in many other instances, accommodations are impossible to offer.

Although our students have expressed their needs, we know too well that we have many colleagues living quietly with their distress. Again, for those of us who are able, we should be mindful about the well-being of our colleagues. Many worry about how this will affect their recently started careers. Some are consumed with worries about the health and well-being of themselves and their loved ones. Others are enduring yet another painful reminder of how others diminish them. It is time for us to reach out in whatever fashion possible, offer a hand and a heart. It is a time for compassion, caring, and concern. And finally, it is a time to re-dedicate ourselves to the knowledge that we are a community in every sense of the word—students, staff, and faculty, together.

We in the Office of Faculty Development, Diversity and Engagement on the Stanford University main campus and the Office of Faculty Development and Diversity in the School of Medicine want you to know that we stand ready to help you in any way that we can. We cannot promise you solutions in these difficult times but we can promise to make every effort to support you in this time of need. We hope that you will reach out to us. We are looking for you.

At the end of the day, we deeply appreciate all that you do to make our community a better one. Please know that you are not alone in this effort and we wish to remind you of the resources that are there for you, and for others who may be in need of assistance.

- SU OFDDE Covid-19 Resources and Information: This page provides a collection of resources and articles to help you navigate life during this pandemic. https://facultydevelopment.stanford.edu/covid-19-resources
- Stanford Faculty Staff Help Center: a place to find short term help with depression and anxiety, grief and loss, relationship issues, and other concerns. https://cardinalatwork.stanford.edu/faculty-staff-help-center
- Sutter Health and Palo Alto Medical Foundation: a full service health care provider for persons experiencing depression, anxiety, grief or another mental health issue, or are struggling with alcohol or drug use. Locations throughout northern California. https://www.sutterhealth.org/services/behavioral-health

HEALTH, MENTAL HEALTH AND STRESS:

- Stanford Faculty Staff Help Center: a place to find short term help with depression and anxiety, grief and loss, relationship issues, and other concerns. https://cardinalatwork.stanford.edu/faculty-staff-help-center
- Sutter Health and Palo Alto Medical Foundation: a full service health care provider for persons experiencing depression, anxiety, grief or another mental health issue, or are struggling with alcohol or drug use. Locations throughout northern California. https://www.sutterhealth.org/services/behavioral-health
Kaiser Permanente: a full service health care provider with assistance for persons with depression, anxiety, addiction, or other mental or emotional issues. Locations throughout northern California. [https://healthy.kaiserpermanente.org/health-wellness/mental-health.html?kp_shortcut_referrer=kp.org/mentalhealth](https://healthy.kaiserpermanente.org/health-wellness/mental-health.html?kp_shortcut_referrer=kp.org/mentalhealth)


Stanford Healthy Living Classes: Schedule of summer online programs. [https://healthimprovement.stanford.edu/catalogs/HLAtAGlance.pdf](https://healthimprovement.stanford.edu/catalogs/HLAtAGlance.pdf)

Stanford Office for Religious Life: Their mission is to guide, nurture and enhance spiritual and religious life within the Stanford University community. [https://religiouslife.stanford.edu](https://religiouslife.stanford.edu)


TEACHING AND HOME SCHOOLING

Stanford’s Center for Teaching and Learning: Resources for promoting inclusive learning, planning and designing courses, and more. [https://ctl.stanford.edu/getting-started-ctl](https://ctl.stanford.edu/getting-started-ctl)

The latest updates, resources and tools to help you deliver your classes online. [https://teachanywhere.stanford.edu/spring](https://teachanywhere.stanford.edu/spring)


Stories, activities, tips, and resources from across the Graduate School of Education that address issues facing educators and families now. Our goal is to support learning and well-being. [https://ed.stanford.edu/covid19](https://ed.stanford.edu/covid19)

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Yvonne (Bonnie) Maldonado, MD

Senior Associate Dean for Faculty Development and Diversity
Professor of Pediatrics and Health Research and Policy
Chief, Division of Pediatric Infectious Diseases
Stanford Medicine

Medical Director, Infection Prevention and Control and Attending Physician
LPCH

C. Matthew Snipp, PhD

Vice Provost for Faculty Diversity and Engagement
Stanford | Humanities and Sciences
The Radiology Department at Stanford is committed to promoting equity/equality and social justice in our community and worldwide. To this effect, we are planning several new initiatives, according to principles and paths detailed below. If you would like to join these initiatives, feel free to contact Mekemeke Faaoso (mfaaoso@stanford.edu) or Dr. Heike Daldrup-Link (heiked@stanford.edu). The Radiology leadership will invite you to share your insights and ideas at an upcoming town hall meeting.
“History, despite its wrenching pain, cannot be unlived, but if faced with courage, need not be lived again.”

– Maya Angelou