From Dr. Rebecca Smith-Coggins
Chair, Stanford Physician Wellness Committee

STANFORD SCHOOL OF MEDICINE INTENSIFIES FOCUS ON DIVERSITY

It is predicted that in the coming years there will be significant growth in population diversity nationally, in California, and in the Silicon Valley, while at the same time women and minorities are underrepresented in academic medicine, including at Stanford. Interventions to remedy this imbalance are being spearheaded by Dr. Bonnie Maldonado, Senior Associate Dean, and Magali Fassiotto, PhD, Assistant Dean, for the Office of Faculty Development and Diversity (OFDD).

Some of these efforts have included the establishment of:

- A wide variety of OFDD programs that contain educational events, classes, distinguished lectures, awards, networking opportunities, skills building workshops and leadership development training
- A School of Medicine Diversity Cabinet, co-chaired by Dr. Maldonado and Dr. Fernando Mendoza, Associate Dean for Minority Advising, which was formally charged by the Dean in April, 2017 to advise school leadership, and to develop and coordinate diversity initiatives
- A liaison program with faculty and staff representatives from each clinical department to act as change agents surrounding department culture and diversity
- Stanford Clinical Opportunities for Residency Experience (SCORE), a program to bring promising diverse medical students to Stanford for a rotation, making it more likely that they might apply for residency here
- A department chair metrics plan approved in concept by the Dean that will tie part of a chair’s incentive to diversity and inclusion activities.

For 2017, a Cultural Change Initiative is underway that includes: coordinated communications across the school; universal information on unconscious bias, diversity and inclusion; unique programs designed for each department; and toolkits, metrics, and templates for sustained change.

Diverse teams bring diverse points of view, backgrounds and experiences to the table. Diversity is a strength that counteracts “groupthink”, and is the biggest predictor of team success.

Calendar:

For details of these and more events & classes, or CME wellness courses, see WellMD Calendar

10/4 Finding Meaning in Medicine
10/4 Playing with Life - Hank Greely JD
10/5 Pegasus Physician Writers
10/5 Nat Geo Photographer Randy Olson
10/6 Palo Alto Moonlight Run and Walk
10/9 Tending Your Fall Garden
10/11 Decision Making in Crisis
10/11 The Doctor is Out: Being LGBTQ
10/11-12 Women Leaders in Global Health
10/14 Hoofin’ & Woofin’ 5K9
10/14 Silicon Valley Light the Night Walk
10/15 Theta Breakers Run for the Children
10/17 Frankenstein@200 What is human? What is monster?
10/19-29 Intl. Documentary Film Festival
10/20 Fostering Resilience in Kids/Teens
10/21 Silicon Valley Heart & Stroke Walk
10/22 Walk to End Lupus Now
10/24 Jonathan King Lecture
10/24 Film: An Inconvenient Sequel
10/25 Nutrition for Brain Health
10/26 Daniel Pearl World Music Concert
10/28 Jewel Ball (supports LPCH)

News and Articles of Interest:

- What We Can Learn from a Mindful ER
- Physician Wellness at Medicine X
- Lucy Kalanithi – Medicine and Meaning
- 2nd Annual Kalanithi Writing Contest
- Frankenstein@200 Film Series
- Contemplation by Design Events
- What’s New at Stanford Stadium
- Parking changes for Quarry Lot/Hoover

Research:

Collaboration: Strength in diversity. Freeman RB, Huang W. Nature. 2014 Sep 18;513(7518):305. PMID: 25230634 (full text)

Harvard researchers examined 1.5 million US-based scientific papers published 1985-2008, and found that those written by diverse groups received more citations and had higher impact factors than those with authors from the same ethnic group.