Diversity is not about how we differ. Diversity is about embracing one another's uniqueness.

— Ola Joseph
Dear colleagues,

Our February newsletter is dedicated to our underrepresented minority colleagues, trainees and staff. We celebrate and appreciate their dedication, hard work and important contributions to our Department and Stanford Medicine. We also present statistics and personal reflections, which show that we have more to do.

Privilege is blind. People who have been protected from marginalizing experiences of minority groups might not understand the emotional strength, resilience and energy needed to overcome stereotypes and cultural barriers. Our newsletter shows how we can support each other and create a more inclusive environment that will benefit us all. Martin Luther King said: “stop judging people by the color of their skin and start judging them by the content of their character.”

It can be humbling to realize the enormous potential of a bold, new perspective. What did most African Americans do decades ago if they were told to go to the back of the bus? Rosa Parks decided: The answer is no. And she changed a whole society.

https://www.ted.com/talks/chimamanda_adichie_the_danger_of_a_single_story

https://www.ted.com/talks/bryan_stevenson_we_need_to_talk_about_an_injustice?language=en

Heike Daldrup-Link, M.D., Ph.D.
Associate Chair for Diversity
Department of Radiology
Underrepresented Minorities

Underrepresented Minority Colleagues in Radiology

Are there issues related to diversity in Radiology:

Yes
No

Do you think the Radiology Department is doing enough to facilitate diversity:

Yes
No
NIH Funding Opportunity for Underrepresented Minority Trainees

- Salary support for up to two years at a minimum of 9 person months (equivalent to 75% effort) during each 12-month period
- Administrative supplements do not go through full review and have a very high funding rate
- NIH starts with a pot of money for these supplements, and when it’s gone, it’s gone, so apply early in the fiscal year

Stanford Clinical Opportunity for Residency Experience (SCORE) Program
https://med.stanford.edu/clerkships/score-program.html
The Stanford Clinical Opportunity for Residency Experience (SCORE) Program recognizes that Stanford Medicine’s ideal of true community engagement is unlikely to occur without a workforce that is diverse in many ways. SCORE is designed to bring fourth-year medical students from diverse backgrounds to Stanford for a four-week residential clinical training program. SCORE provides an award of $2,000 at the beginning of the rotation and Housing to the student for the duration of the rotation.

"Don’t tolerate me as different. Accept me as part of the spectrum of normalcy."
-Ann Northrop
One of the most powerful features needed to promote diversity is to persistently reject the notion of what some would like to call “Stereotypes” or what Chimamanda Ngozi Adichie, a prominent award winning Nigerian writer once called the “Danger of a Single Story” [1]. From her own life’s experiences, she weaves true anecdotal evidence that highlights the dangers of looking at our selves, others or a group of others through a single lens. As a tribute to black history month, we would like to highlight a few black characters or heroes who defied tall odds and shattered the mold of stereotypes, to make several critical contributions to STEM, Medicine and Education, rejecting the status quo in the process through hard work and perseverance to make history that opened new doors to their gender, cultural and racial background.

"Diversity is so vital that every person will have his needs met so that all have access to the same opportunities to learn, play, and live."

We must reject stereotypes to promote diversity
Most people in the US and around the world probably know of Martin Luther King Jr. [2], renowned for his non-violent but powerful activism that broke many stereotypes. He led the civil rights movement in America which was monumental in securing equal rights for blacks and other minority groups, many of which we all benefit, and continue to enjoy the fruits today. He also famously said: “Cowardice asks the question, is it safe? Expediency asks the question, is it politic? Vanity asks the question, is it popular? But, conscience asks the question, is it right? And there comes a time when we must take a position that is neither safe, nor politic, nor popular, but one must take it because it is right” and that “An individual has not started living until he can rise above the narrow confines of his individualistic concerns to the broader concerns of all humanity.” There in lies the heart of what it takes to reject stereotypes in today’s world and to be open to diversity and inclusion.

In Engineering, we read heroic stories like that of Dr. Shirley Ann Jackson [2], a pioneering African American woman whose career is marked by many historic firsts including: First African-American woman to receive a doctorate from Massachusetts Institute of Technology aka M.I.T. in any subject; one of the first two African-American women to receive a doctorate in physics in the U.S.; first African-American to become a Commissioner of the U.S. Nuclear Regulatory Commission; first woman and the first African-American to serve as the chairman of the U.S. Nuclear Regulatory Commission; first African-American woman to lead a national research university i.e. eighteenth president of Rensselaer Polytechnic Institute; first African-American woman elected to the National Academy of Engineering. Her story should inspire young URM ladies with tall dreams, to know that they indeed can walk where no one like them has walked before.

Another ground breaking innovative engineer and fellow of the US National Academy of Inventors, Dr. Thomas O Mensah [2] from Ghana inspiringly states in his autobiographical memoir: “The Right Stuff Comes in Black, Too”. Dr. Mensah is a World Renowned Inventor of Fiber Optics Technology with several pioneering patents awarded within six years. His work is essential to the spread of Fiber optics networks throughout the USA and for the global reach of Internet Technology Platforms through ultra-high strength optical fibers for terrestrial and submarine cable transmission applications. His work is critical for the modern day fiber-optic communication necessary for a fast transmission of pictures, videos, and other forms of data worldwide. Dr. Mensah is also passionate and intimately involved in ensuring the earth’s sustainability and in advancing and unlocking the numberless promises that nanotechnology holds for mankind.
Mae Carol Jemison has a diverse plate of careers including astronomy, chemical engineering, education, and dancing [2]. She was the first African-American woman to travel to space. She excitedly danced her way into space aboard the Space Shuttle Endeavour on September 12, 1992; spearheading a novel exploratory path of black excellence for many who look like her, as they were thrust into space. She is a showcase of what is limitless possible when we stubbornly dream in active pursuit of the same. She brings her passion, enabling the interaction of science and technology with our humanity and elevating prospects of having minorities walk through doors, which only a few years ago would be closed to them by racial prejudices and racial biases.

Another inspiring story, in the field of Radiology is that of William E. Allen, Jr., MD, FACR [3], a pioneering physician and leader, who arrived for his American Board of Radiology (ABR) examination in 1935, and was directed to take the freight elevator because the hotel manager said African-Americans could not share one with the white guests. Allen rode to the top floor, took the oral exam, passed it, and became the first the first black diplomate of the ABR. He later became the first black member of the American society of Radiology (ACR), the first black fellow in 1945, and an ACR Gold Medalist in 1979. He has also developed scholarships for students from Haiti, Nigeria, Liberia, and South Africa to study radiology.

We hope the above stories help remind us to be more receptive to diversity and inclusion as well as inspire URM interested in STEM and Medicine to delete the “im” of impossible, and to unleash the full spectrum of possibilities from their diverse backgrounds. These heroes all brought diversity into “a single story” through courageous, smart, hard work and perseverance which are common threads that run through their lives. We must strive to overcome perpetuated stereotypes in order to allow ourselves to see that there is more than this one narrative to ourselves, anything or other people.

[1] https://www.ted.com/talks/chimamanda_adichie_the_danger_of_a_single_story#t-778995
Kings Institute at Stanford
Did you know that Stanford houses a comprehensive collection of Martin Luther King’s most significant correspondence, sermons, speeches, published writings, and unpublished manuscripts at the Martin Luther King’s Institute? The Institute maintains a public exhibit of documents and photographs and welcomes visitors at Cypress Hall D at 466 Via Ortega: https://kinginstitute.stanford.edu/

Black Community Services Center at Stanford University
The BCSC provides academic support, leadership development and training for approximately 25 Black Voluntary Student Organizations (BVSOs). The BCSC supports the African American Staff Group (AASG), community service outreach, and various cultural and educational programs. See more information here: https://bcsc.stanford.edu/get-involved

El Centro Chicano y Latino
El Centro Chicano y Latino works to support students academically, personally, socially and culturally. We focus on creating mature, aware and socially responsible individuals who advocate and dialogue for equity and social justice. https://elcentro.stanford.edu/

Asian American Activities Center at Stanford University
The Asian American Activities Center, A³C, serves as Stanford's primary resource for Asian and Asian American student affairs and community development. The A³C contributes to the academic mission of the University through its partnerships and collaborative work with faculty, departments and academic programs. https://a3c.stanford.edu/

Native American Cultural Center
In 1891, Stanford University opened its doors on land originally inhabited by the Muwekma Ohlone Tribe. Three years later, John Milton Oskison was the first Native American to graduate from Stanford. Since then, Native students worked with the university administration to increase educational opportunities for Natives at Stanford. Today, more than 350 students representing more than 50 tribes are studying at Stanford. https://nacc.stanford.edu/about-us

Multicultural Alumni Hall of Fame
The Multicultural Alumni Hall of Fame was established in 1995 at the suggestion of trustee member, Charles Ogletree. Since then, each of Stanford’s four ethnic community centers: Asian American Activities Center, the Black Community Services Center, El Centro Chicano y Latino; and the Native American Cultural Center have participated. Alumni are inducted in honor of their distinguished service to their communities and society at large. https://alumni.stanford.edu/get/page/volunteering/awards/halloffame
Dr. Jayne Seekins is a Pediatric Radiologist at Lucile Packard Hospital, who currently lives in Dar es Salaam with her family and travels between Dar and Stanford for work. Her husband is the Senior Defense Official and Defense Attaché at the Embassy of the United States of America in Dar es Salaam. Tanzania is the 5th African nation that Dr. Seekin’s family has lived in. She had previously lived and volunteered in Cameroon, Mali, Burkina Faso and Cote D'Ivoire.

Muhimbili National Hospital is a large multi-specialty hospital complex that sits just outside of downtown Dar es Salaam, Tanzania. It is comprised of many buildings over a large campus. There is the main hospital with the Emergency Department, the Cardiac Institute, Muhimbili Orthopedic Institute, a Children’s Hospital and a Maternity Hospital.

Included in the campus are the School of Medicine, Nursing, Midwifery, Medical Technology and many more. Currently, there are 43 Radiology residents that rotate through the Radiology department. They also rotate through the other three national hospitals in Dar. This is one of only two Radiology residency programs in the country and it is the largest.

Muhimbili is truly the cornerstone of health care for the country. As this is the referral center for the nation, Tanzanians come from all corners of the country to Muhimbili for care. They may have traveled tens or hundreds of miles to their local health care center to then wait for transfer to Dar es Salaam.

Dr. Jayne Seekins explains: “In supporting the learning of the Radiology residents and faculty, I do much more than helping with a complex diagnosis. We discuss workflows, quality improvement, report structuring, improving imaging protocols and so much more. I am fortunate enough to be there when in the country. The eagerness for collaboration is palpable. I am now trying to raise funds so that our Radiology residents, colleagues and staff could come to Tanzania and volunteer with me. I am sure that this experience would be invaluable for both parties.”
by Ali Tahvildari, MD

Here at Stanford, we are fortunate to have a robust Global Health program (the renowned Stanford Center for Innovation in Global Health under the leadership of Dr. Michele Barry). And in our department, we have a plethora of faculty, trainees, and technologists who have been active at the cross-section of Radiology and Global Health, not only through international lecturing, but also through NGO outreach (such as RAD-AID), program development, and technology innovation. At present, members of our department have three outreach programs in development.

Between November and January, our department hosted Dr. Asfaw Atnafu, professor of Radiology at Addis Ababa University and former department chair, for an observership in Interventional Radiology. Dr. Asfaw and I previously collaborated in 2011, when we developed a partnership between my residency institution (Emory) and Addis Ababa University. This partnership has been ongoing for the past seven years, including the development of the first Neuroradiology fellowship in Ethiopia.

At present time, one of the biggest radiology needs in Ethiopia is to establish a vascular-interventional radiology (IR) clinical service and fellowship training program at AAU, to modernize patient care in a country of nearly 100 million people. Such a program would be the first of its kind. With the support and involvement of our Interventional Radiology Department (Drs. David Hovespian, John Louie, and Andrew Kesselman), we are in the initial stages of curriculum development.

The third outreach program in development targets interventional radiology care in Guyana, under the guidance of Dr. Andrew Kesselman.

We hope to keep you updated on these projects as they unfold; opportunities for participation are certain to abound.
STRONG PEOPLE DON'T PUT OTHERS DOWN... THEY LIFT THEM UP.