Some people make you laugh a little louder, your smile a little brighter and your life a little better.
Dear colleagues,

Our April newsletter is dedicated to our LGBTQIA colleagues, trainees and staff. We want to express our appreciation and respect for their contributions to our Radiology teams and Stanford Medicine.

Some of our LGBTQ+ colleagues have a fundamental question that should not even have to be asked any more in the 21st century: Where do I fit in? Like all of us, our LGBTQ+ colleagues want to be accepted and validated. But unfortunately, many of them report experiences of hate, rejection and despair. At Stanford Radiology, we want to create a community where everyone feels valued and can make meaningful contributions. We want to overcome any kind of finite self-definition and get a more cosmic perspective: We are interested in solving problems and helping other people. As Eleanor Roosevelt said: Small minds discuss people, great minds discuss ideas.

So, what do we do when we see someone stuck in hate, anger and destruction? Instead of climbing into their dark world with them, putting all of us in it, we have the power to create a different reality. We can say: We see your small dark world, but our universe is different. Our world is abundant, colorful and beautiful. We cannot coerce inclusion and inspiration. But we can live it, and it will expand from there.

Dear LGBTQIA colleagues and trainees: You are awesome and we know it!

Heike E. Daldrup-Link
Associate Chair for Diversity
Department of Radiology

https://www.youtube.com/watch?v=2REkk9SCRn0

https://www.youtube.com/watch?v=t_YXSHkAahE
Médecine is a very traditional and conservative field. Throughout my training, I have made the experience that some people in medicine do not want to adapt to the modern world. They feel offended by their gay colleagues and actively exclude them. It is like being back in high school: The easiest way for these bullies to bond is to talk smack about their gay colleague. The bullies that I had to endure said horrific, hateful things behind my back. They demoralized and stressed me in many different ways: By shaming me with provocative gestures, by turning or walking away from a conversation, by exposing me in public, by blocking my access to important resources, by taking credit for my work, by humiliating me, by intentionally inflicting emotional distress - and the list goes on.

What happens in this completely choiceless situation has many parallels to physical assaults, including the fact that the victim is deliberately hurt, personally humiliated and systematically marginalized. People who experience these behaviors tend to withdraw, stop sharing ideas, stop asking for help to solve problems, and hold back. I spent days and nights trying not to cry. It is impossible to work productively in such a state of mind.

What can we do about this? The psychological problem with bullying is that the victim starts to internalize these hateful statements. When a bully told me publicly that I was “defective”, I was terrified. What made all the difference was that one person stood up for me and asked the bully a simple question: What is wrong with you?

I literally came out strong: These experiences taught me what I stand for. I thank these bullies for showing me exactly who I do not want to be. I realized that I have the power to decide what to tolerate and what to focus on. There are many people who walked into my life and made it better. And there were others who walked out of my life and made it amazing!

Anonymous
“With transgender patients seeking care during various points in the transition, Jayne Seekins and a few other Radiologists from various institutions are submitting an abstract to RSNA about ‘What a Radiologist needs to know in reporting on transgender patients: A standardized approach’. This will hopefully be a resource for Radiologists that are unfamiliar with transgender terminology and give them a reference tool for pertinent points in reporting to the referring clinician.

Upcoming Grand Rounds Lecture

Trans and Non-Binary Identity in Mental Health Care

Irene M Hansen, M.D.
Director, Weiland Health Initiative, Stanford University

Thursday, April 12, 2018 • 1:00pm-2:00pm,
401 Quarry Road • Room 2209

LGBTQIA colleagues, trainees and staff
Gender Inclusive Stanford
For over a decade, different groups and individuals have worked to improve the administrative systems and lived experience of transgender, gender non-conforming, and gender non-binary students and members of the Stanford community. Gender Inclusive Stanford is the newest iteration of these efforts. GIS brings together a wide range of staff, faculty, and students to understand the necessity of a gender inclusive campus and our respective roles to play in creating that reality. Through the work of focus areas and cross-campus collaborations, GIC seeks to identify priorities, set benchmarks, and work toward meaningful progress for all members of our campus community. As part of this work, GIS aims to bring transparency and visibility to our efforts and to be as inclusive as possible for modes of participation and input. You are welcome to join the GIS email list, please contact genderinclusive@lists.stanford.edu.
https://queer.stanford.edu/GIS

Campus Resources
https://queer.stanford.edu/gender-inclusivestanford-gis/campus-resources

LGBTQ at Stanford Medicine
As an activist and social organization, The LGBTQ-Meds team is dedicated to raising awareness of queer health issues and promoting equal social and political rights for lesbian, gay, bisexual, transgender and queer people. LGBTQ-Meds additionally serves as a support group, safe space, and social group for all medical students, undergraduates, faculty and staff, regardless of sexual orientation, who are interested in queer health issues. http://lgbtmeds.stanford.edu/
Stanford Chapter of Out in STEM
The Stanford Chapter of Out in Science, Technology, Engineering, & Mathematics (oSTEM@Stanford) is part of the national student society dedicated to serving sexual and gender minority students, including but not limited to lesbian, gay, bisexual, transgender, queer, and allied (LGBTQA) students, in the STEM fields, with a primary goal of fostering success in leadership, academic pursuits, and professional activity. The mission of oSTEM@Stanford is to educate and foster leadership among LGBTQA students in STEM fields by enriching their professional background, providing them with unique STEM experiences, affirming their identities, and addressing their needs.
http://ostem.stanford.edu/

QUEST: Queer University Employees at Stanford
A most recent initiative is a community for queer university employees at Stanford. A website for this initiative will be coming soon under the link below:
http://www.stanford.edu/group/quest/

Stanford Pride
Stanford Pride provides lifelong support and fellowship for the Stanford LGBT community and represents the community’s interests to the University and beyond.
http://stanfordpride.org/about/mission-statement/

Unofficial Guide to Trans-Resources

Gender Inclusive Bathrooms
Stanford is prepared for any question: What do you do if you need to find a gender inclusive bathroom.
https://lgbt.stanford.edu/resources/gender-neutral-bathrooms
Stanford LGBTQ Executive Leadership Program: Developing the Next Generation of LGBTQ Leaders

Stanford's weeklong leadership boot camp is reportedly the first of its kind in the U.S. to cater specifically to high-potential leaders who identify as lesbian, gay, bisexual, transgender or queer. Program co-directors Sarah Soule and Thomas Wurster designed it to help more LGBT leaders ascend to the C-suite, among other reasons. The co-directors explained that every class—taught by them and other GSB faculty—is run through the filter of leadership development and identity.

Gender and Sexual Identities Drop-In hours are an opportunity to meet with a CAPS therapist to talk about topics and concerns related to gender and sexual identities in a confidential space. Sessions are 30 minutes long, Wednesdays 4-6:00 pm. You can sign up for sessions on vadenpatient (preferred) or just show up. If you are a faculty, staff, or student staff, we also encourage you to use our drop-in hours to consult on how best to support a student around their gender and sexual identity.

**When:** Ongoing every week from January 10, 2018 through June 13, 2018.
4:00 pm – 6:00 pm

**Where:** Terra House

**Contact:** 650-723-3785, shellyts@stanford.edu

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**Save the Date**

**When:** May 23, 2018 at 7:00 pm

**Where:** Hauck Auditorium, David and Joan Traitel Building, Hoover Institution

*Conversation on “Sexuality and Politics,” with philosopher Christina Sommers and journalist Andrew Sullivan*

**Contact for tickets:** hooverevents@stanford.edu
Resources for Concerns About Gender Discrimination, Harrassment and Assault

Discrimination
https://diversityandaccess.stanford.edu/
Contact: Rose Gonzalez (rgonzalez@stanford.edu, equalopportunity@stanford.edu)

Sexual Harrassment or Assault
Students:
https://stanford.app.box.com/v/sexual-assault-resources
Confidential support:
Nicole Wernimont (nwernimont@stanford.edu)
24/7 hotline at (650) 725-9955

Postdocs and Faculty:
Postdocs seeking assistance can contact the Sexual Harassment Policy Office
https://harass.stanford.edu/
harass@stanford.edu

Confidential service at the Faculty and Staff Help Center:
https://cardinalatwork.stanford.edu/faculty-staff-help-center
helpcenter@lists.stanford.edu

Faculty and Staff:
https://harass.stanford.edu/help/resources-faculty-staff

LGBTQIA colleagues, trainees and staff
Be yourself; everyone else is already taken.

— Oscar Wilde

The beauty of standing up for your rights is others see you standing and stand up as well.

— Cassandra Duffy

Being gay has given me deeper understanding of what it means to be in the minority...it’s made me more empathetic...it’s also given me the skin of a rhinoceros, which comes in handy when you’re the CEO of Apple.

— Tim Cook

Please remember, especially in these times of group-think and the right-on chorus, that no person is your friend (or kin) who demands your silence, or denies your right to grow and be perceived as fully blossomed as you were intended.

— Alice Walker
Novelist, Activist, and Author of *The Color Purple*

There’s nothing wrong with you. There’s a lot wrong with the world you live in.

— Chris Colfer

You don’t have to be gay to be a supporter. You just have to be human.

— Daniel Radcliffe
LGBTQ+ Characters in Popular Films

Each year, the Media, Diversity, & Social Change Initiative at USC Annenberg examines every speaking or named character on screen for gender, race/ethnicity, LGBT and disability across the 100 top fictional films as determined by U.S. box office. A comprehensive summary can be found under the weblink below and key findings regarding LGBTQ+ character representations are shown in the tables and graphs below.

https://annenberg.usc.edu/sites/default/files/Dr_Stacy_L_Smith-Inequality_in_900_Popular_Films.pdf
DON'T BE AFRAID TO SHOW OFF YOUR TRUE COLORS

LGBTQIA colleagues, trainees and staff