“The world is a dangerous place, not because of those who do evil, but because of those who look on and do nothing.”

— Albert Einstein
Dear colleagues,

Our August newsletter is dedicated to our liberal and conservative team members. We will learn about actual or perceived differences between liberals and conservatives, what we have in common and how either view might affect our community and our academic environment. How does it feel to be a minority of either side in a community of “the others”? What do family members feel or think?

Liberals and conservatives in the United States disagree about fundamental values that should govern our lives. Perhaps we should not only ask, what this divide is, but why we have it. Some people believe that it might be rooted in perceived or actual physical, intellectual or economic disparities. Some people feel left behind. How do we address this problem?

On one hand, as a community and as an institution, we have to define what is tolerated and what is not tolerated. We have to communicate our basic rules and defend them if needed. Vigorously. Bluntly. 24/7. At the same time, within a framework of common values, both liberal and conservative team members might have important insights to offer. How do we create an environment where we do not only listen, but truly hear each other? How can we reach someone who is determined to not understand? The TED speakers below propose some answers to these questions.

People want to know who we are and what we stand for. Where do we stand in Stanford Radiology? We believe in inclusive excellence. We seek many different head codes to crack the greatest enigmas of our time. We believe that people with talent, purpose and determination can change the world. We want to unite and focus our talents to save lives and nurture our collective humanity. Enjoy the power of our story!

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

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

https://www.ted.com/talks/rabbi_lord_jonathan_sacks_how_we_can_face_the_future_without_fear_together
The faculty, staff, and trainees of Stanford Radiology reaffirm the department’s commitment to fostering a diverse and welcoming learning community that wholeheartedly embraces all of its members, including those who have been marginalized by aspects of their identities. We believe that a broad definition of diversity is critical for the protection of human rights and human dignity. The principles of respect and inclusion are essential to our joint mission, as an academic institution, that is dedicated to both cultivating dialogue across differences and to the development of meaningful citizenship that will meet the challenges of a highly complex society. To achieve our goal of creating a more diverse Department of Radiology community, we rely on, and therefore foster, diversity in the faculty, the staff, and our trainees. We value diversity in areas such as race, color, national or ethnic origin, sex, sexual orientation, gender identity, religion, age, parental or marital status, veteran status, and disability. Therefore, the department places a high value on recruiting and retaining individuals who can contribute to the department and university diversity goals, in all hiring. We are also committed to learning from our past and striving to always do better in this regard.

Sanjiv Sam Gambhir, MD, PhD
Professor of Radiology
One year ago, our nation was shocked to its core by an appalling demonstration of hatred in Charlottesville. At Stanford Medicine, we, too, were stunned by the flagrant display of bigotry and the tragic loss of life. Since then, we as a nation and as a community have come together, but we have not yet overcome. We have learned that white nationalist groups are planning hate-filled demonstrations this weekend.

As individuals and as the leaders of Stanford Medicine, we explicitly denounce the beliefs and actions of all hate groups, and we categorically reject all racist ideologies espoused by white supremacists, white nationalists, neo-Nazis, the alt-right, and any similar group. There is no moral ambiguity here, no two sides to the issue. Racial hate and violence will not be tolerated — not here, not anywhere.

Stanford Medicine will never waiver in its commitment to upholding the fundamental dignity of each person — regardless of race, ethnicity, religion, gender, gender identity, sexual orientation, citizenship, and abilities. As an academic medical center and health care community, we welcome and embrace a diverse population of faculty, students, trainees, staff, patients, and families who contribute immeasurably to our mission. We champion these same principles personally, and we condemn any action that threatens an individual’s civil rights.

During this difficult anniversary, we are proud that we will stand together as a community, offering support and comfort to one another. Through acts of compassion and courage, we can create a more just and equitable society. And when we face opposition, we must remember Martin Luther King Jr. and meet the forces of hate with the power of love.

Dennis Lund  
Interim President and CEO, Lucile Packard Children’s Hospital Stanford, Stanford Children’s Health

David Entwistle  
President and CEO, Stanford Children’s Health

Lloyd B. Minor, MD  
Naumann Dean, Stanford University School of Medicine
Life can be difficult these days. Some people in our country lost their kindness and say hateful things about “the others”. The stuff that some people say and write is terrible and hurtful. I think we have to define what is tolerated: We do not tolerate abusive, hateful or discriminating behavior.

Fortunately, Stanford is trying to create an inclusive environment for everyone. I am grateful for the opportunities that I have been provided at Stanford Radiology. Unfortunately, there are people out there who seem to be unhappy that people like me work at an elite University. Imagine how that feels. I don't want anybody to hate or dislike me. And it would not be accurate to say I don't care. But I don't care enough to change what I am doing. Because what I do is important. I carry on and focus on my goal to help my patients, students and co-workers every day.

What would I want to tell other members of minority groups – or any of my colleagues? I learned this inspiring advice: *Whether you have a good day or a bad day, keep your heads up! And there is only one way your heads can be up – knowing that you have given your absolute best out there.* When you truly accept this principle, it changes everything: your preparation and performance, your ability to withstand setbacks and overcome obstacles – and it dramatically improves your ability to succeed.

Whether you think people hate each other or care for each other, you will probably be right. Is that due to a difference in the people you meet or what you see in these people?

Anonymous
I grew up on the east coast. My mom was, by most definitions, a hippie, who shopped at Whole Foods, then called “Fresh Fields,” did yoga, and brought home local, glass-bottled, non-growth hormone milk before any of that was trendy. She voted purely on environmental issues. My dad, on the other hand, was a die hard, free market, Reagonomics fan, and he usually voted at the expense of the whales and other endangered species she was so passionate about. So, at an early age, I was exposed to both sides of the political aisle and heated debate over various organic dinners.

Our neighborhood was affluent, and non-inclusive, and honestly, looking back, probably downright racist—it was a gated, private “club” you had to apply to, to be allowed to purchase a home there, and it was 100% white except for one adopted child I can think of. But I went to the local public school, where numbers-wise, I was a definite minority by a long shot. Talking to my parents about that recently, my dad reminded me that my sister and I were the only ones from our neighborhood at our bus stop every morning, something that, as a kid, I don’t remember ever thinking about. Everyone else from the neighborhood went to private school. He purports that he wanted us to have “expanded life experiences”... I think part of it was that he was happy it was free—nonetheless, high school was a mixing pot of culture, race, and diversity in which I was totally immersed and constantly learning. I learned about freshman friends getting pregnant, friends without money for lunch, ghettos, welfare, weaves, fights, a love for 90s rap music (which my mom despised), I became keenly aware of my flat “culo”—google it, and every now and then, I picked up a hint of calculus.

In the middle of high school, my dad retired and we all moved down south. My parents now say it was because they wanted us to experience “the other side of America,” but I think a lot of it had to do with my mom’s love for manatees, beaches, and warm water. It was definitely a different side and a culture shock. Though a beach town, it was true Old Florida. And if you don’t know what that is, look up “Florida Man, the Worst Superhero Ever” and you’ll start to understand. Economically, the town had been driven by lemon production, which dried up years ago, and now the blue collar jobs were in fishery or tourism. My first day of school there, I pulled into the parking lot and saw Confederate flags on the back of students’ pick up trucks! I was flabbergasted—were those even legal anymore?? I had no idea. I’d never seen one in real life. There was one single African American family at the school. And everyone else was white. It almost felt like a different country. But a lot of the problems were similar to my previous high school—teenage pregnancies, fights, welfare, but I was exposed to new things too—fervent Christianity, blatant racism, and most relevant to politics today, the hopelessness and confusion of feeling left behind without opportunity for progression.

From my experiences at home, to my very different two high schools, I’ve been exposed to both sides of the political aisle. I’m not going to tell you who I voted for, but I do believe that diversity is not just about check boxes, it’s about bringing together people with varied experiences, which may be significantly influenced by their race, gender, ethnicity, religion, sexual orientation, socioeconomic status, and the list goes on. As I learned over my own dinner table, political leaning seems to be almost as engendered in us as the aforementioned traits (though my dad, to everyone’s surprise, switched sides in 2008). Nonetheless, instead of judging people by their political leaning, or trying to convince them to switch sides, maybe we should try to understand them instead. Figure out their background, their family life, their path, their inspiration, their worries. Because if we judge someone purely based on political leaning, aren’t we being just as bad as the “other side” who some of us hate so vehemently?

Anonymous
I would like to start by clarifying that I do not hold any strong opinions with regards to politics. When Dr. Daldrup-Link approached me to share my opinion, my immediate response was that I do not have anything to share. But she convinced me that everyone has a story. So, here is mine:

My family lives in the Midwest. My sister recently moved to a small town that you probably never heard of. I googled every possible spelling of it and got nothing. That’s how small that place it. I know you feel sorry for her right now. Well, she feels sorry for us because we are spending years of our lives in windowless compounds.

It hurts my feelings that Californians seem to think that everyone in the Midwest is overweight, poor and dumb. My sister might be short in cash, but she could outsmart anyone I met in California thus far. For example, when my laptop broke down a few weeks ago, my colleagues suggested I should buy a new one. My sister fixed it. So much to stereotypes. In her world, resources are scarce and she has to be creative to solve problems. We all could learn a lot from her.

Many Californians think they are liberal. But I found a very tight culture here: In California, you have to dress in a certain way, drive certain cars, eat the right food and speak in a certain way. Any deviation from these norms is socially disapproved. If I had my druthers, I’d have a Chocolate Eclair with my healthy lunch. I love the ocean here. But for a great vacation, a lake will do just fine. And saying hello to my neighbor isn’t a waste of my time.

How does all of this affect my practice as a physician: I grew up in a community that believes that human life is sacred, beginning with conception. This has many consequences for my beliefs and actions as a physician that benefit my patients. It might be helpful to have physicians available with a variety of belief systems so that every patient can find a doctor they can relate to when they make important decisions about their health care. I encountered many situations where this was the case.

I wished that we could get to know each other better: Our assumptions about the lives of the others may be wrong. People we believe to be smart may not be as smart as we think. People labeled as stupid and backward may actually have great ideas. Other communities are not failed attempts of being like us. We can learn from each other.

Anonymous
Neil Malhotra, the Edith M. Cornell Professor of Political Economy in the Graduate School of Business and Professor of Political Science (by courtesy) in the School of Humanities and Sciences at Stanford studies the consequences of political polarization.

Malhotra, with three colleagues — Stanford GSB PhD candidate Christopher McConnell, Yotam Margalit of Tel Aviv University, and Matthew Levendusky of the University of Pennsylvania — ran a series of experiments to investigate, whether our feelings about people of the opposing political party actually change how we behave toward one another. They found that partisanship not only manifests as neighborly smearing or cheerleading, but also spills into our economic behavior.

“There is potential for our findings on partisan-based discrimination to be more troubling than racial- or gender-based discrimination because there are no social norms against it,” he said. “There’s no real social shaming if you don’t hire someone because she’s a Democrat or Republican, but do we really want a society segregated by partisan identity?”

The Economic Consequences of Partisanship in a Polarized Era
By Christopher McConnell, Yotam Margalit, Neil Malhotra, Matthew Levendusky

https://www.gsb.stanford.edu/insights/do-you-discriminate-along-party-lines
ASSU Senator Matthew Wigler, ’19, is taking a road trip this summer to America’s swing districts to learn about the voters who reject partisanship in a time of great political polarization.

Wigler began his road trip and political research project at Stanford the day before Independence Day. He’ll travel coast-to-coast in a vehicle he borrowed from a family friend, ending the trip in late August in New York City. In the name of bipartisanship, he is traveling with Michael Gofman, executive director of the UC Davis College Republicans, for the first 16 days of the trip. Together they’ll visit gathering spaces like restaurants and coffee shops to interview swing voters and learn about their political views, their lives and concerns.

Wigler says the goal of his research is to understand how voters in these districts have withstood partisanship and keep their fingers on the pulse of both red and blue America at once by remaining open to both sides.

“Learning how the people of ‘purple’ America think, and how they entertain and act on both Democratic and Republican perspectives, may offer us a model by which we partisans might engage with one another as well,” Wigler says. “Ultimately, it’s the quest in search of common values that underlies the whole of this enterprise.”

https://news.stanford.edu/2018/07/05/student-politician-goes-cross-country/
Stanford Department for Political Sciences

The Stanford Department for Political Sciences is dedicated to understanding and explaining politics. Department members offer courses on a range of topics both on domestic and international politics. Students study governance systems, public policies, political behavior and institutional design.

https://politicalscience.stanford.edu/

Upcoming workshops can be found here:

https://politicalscience.stanford.edu/events/upcoming-workshops

What are Stanford's Rules Around Political Activities?
Stanford University, as a charitable entity, is subject to federal, state, and local laws and regulations regarding political activities: campaign activities, lobbying, and the giving of gifts to public officials. While all members of the University community are naturally free to express their political opinions and engage in political activities to whatever extent they wish, it is very important that they do so only in their individual capacities and avoid even the appearance that they are speaking or acting for the University in political matters.
In the limited circumstances where individuals must speak or act on behalf of the University in the political arena, they must do so in accordance with the provisions of Stanford's policies and administrative guidelines. Stanford's Guide Memo on political activities can be found below:
A Munker illusion by Engineering Professor David Novick at the University of Texas at El Paso. All dots in the background are the same color (RGB 250, 219, 172) but are perceived as four different colors. The differences depend on the size of the image when it's viewed.
“There comes a time in every life when the past recedes and the future opens. It’s that moment when you turn to face the unknown. Some will turn back to what they already know. Some will walk straight ahead into uncertainty. I can’t tell you which one is right. But I can tell you which one is more fun.”

PHILIP H. KNIGHT
MBA 1962