



Stanford
MEDICINE | Radiology

Diversity Newsletter

Vol. 3, Issue 1



*“Cheers to a new year and another chance for us
to get it right.”*

— Oprah Winfrey

Diversity Wishes for the New Year

Dear colleagues,

Our January diversity newsletter provides an outlook on the year 2020: Members of our Radiology community are sharing their diversity wishes. I would like to thank all of these contributors for getting us started into the new year with great reflections, positive thoughts and inspiring outlooks!

I would like to join my colleagues by counting my blessings and wishing you more. May the coming year be loaded with happiness, good health, new goals, new achievements and lots of great inspirational moments! May we have courage, hope and faith to overcome all of the hurdles along the way. And most importantly: May we never be alone on our journey!

In addition, I hope that we will all continue to learn and grow. Some people do not have new year resolutions because they think they are already perfect. For the rest of us, let's think how we can move ourselves to the next level:

Last year, we learned about the imposter syndrome. This year, let's learn about the Dunning-Kruger syndrome: The DK syndrome describes a cognitive bias in which people assess their cognitive abilities or knowledge greater than it is. One example is the ignorance of climate change. But the DK syndrome is also prevalent in the academic environment: Think about someone with an indefensibly high opinion of their own ability. Someone who thinks they know everything about a specific subject. Someone who thinks they work harder or face more difficult problems than everyone else. Or someone who consistently claims sole credit for a team's success. Sounds familiar ?

Last year, our highest goal was communication. This year, let's aim for comprehension.

Don't just read. Read to understand.

We are very good at creating personal narratives. But it is the shared narrative that makes us a community. Let's give each other a hand and make the new year exceptionally supportive!

Heike E. Daldrup-Link, M.D, Ph.D.

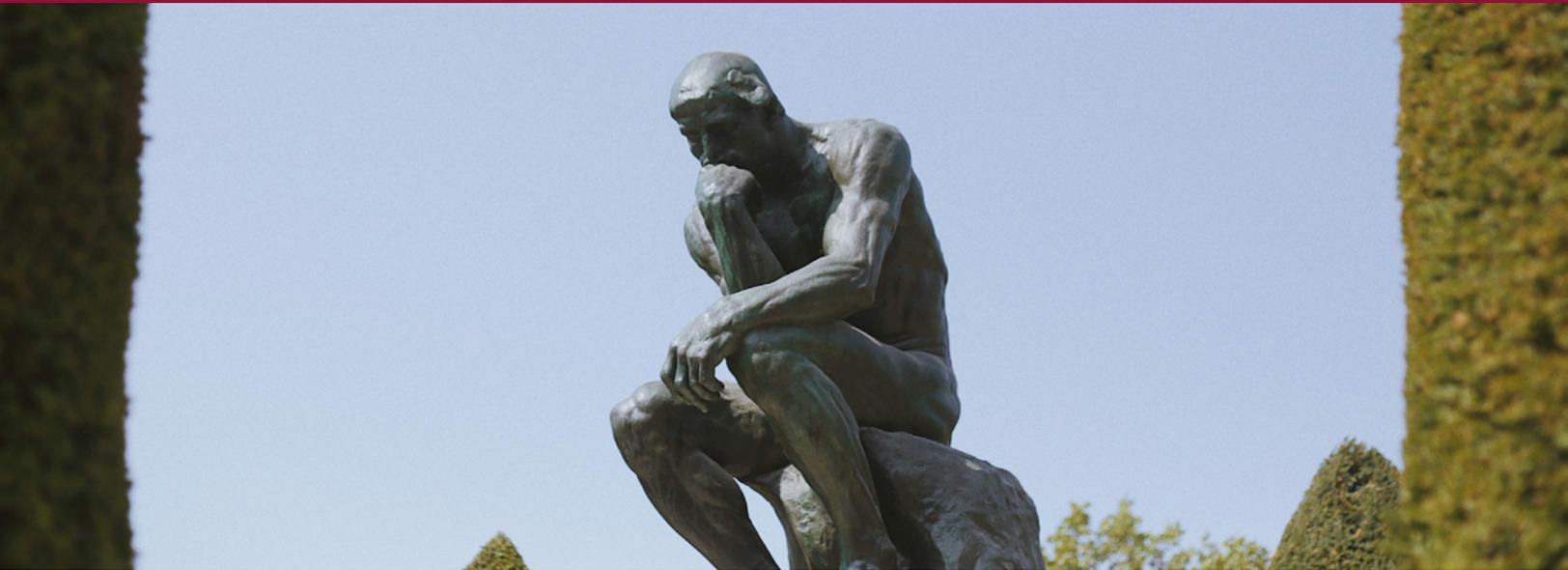
Professor

Associate Chair for Diversity

Stanford Medicine | Radiology



Stanford Diversity Initiative
MEDICINE Radiology



IT IS THE SHARED NARRATIVE THAT MAKES US A COMMUNITY

In this funny and poignant 3-minute talk, social strategist Renny Gleeson breaks down our always-on social world -- where the experience we're having right now is less interesting than what we'll tweet about it later.

https://www.ted.com/talks/renny_gleeson_our_antisocial_phone_tricks?fbclid=IwAR3PB9GjqNa6eDx-ng3pSEV9zwOAjgGNsj90CiPH4yaeqPmplweY3VAi-OUY&language=en&utm_campaign=social&utm_content=talk&utm_medium=referral&utm_source=t.co&utm_term=technology

JUST MERCY

After graduating from Harvard, Bryan Stevenson heads to Alabama to defend those wrongly condemned or those not afforded proper representation. One of his first cases is that of Walter McMillian, who is sentenced to die in 1987 for the murder of an 18-year-old girl, despite evidence proving his innocence. A true story about the potential for mercy to redeem us —from one of the most brilliant and influential lawyers of our time.

<https://www.youtube.com/watch?v=GVQbeG5yW78>

THE BEAUTY OF WHAT WE'LL NEVER KNOW

Almost 30 years ago, Pico Iyer took a trip to Japan, fell in love with the country and moved there. A keen observer of the human spirit, Iyer professes that he now feels he knows far less about Japan -- or, indeed, about anything -- than he thought he knew three decades ago. In this lyrical meditation on wisdom, Iyer expands on this curious insight about knowledge gained with age: that the more we know, the more we see how little we know.

https://www.ted.com/talks/pico_ayer_the_beauty_of_what_we_ll_never_know?utm_term=humanities&utm_campaign=social&utm_content=talk&utm_medium=referral&utm_source=t.co

Stanford Radiology Wishes for the New Year 2020

Diversity is a core value of the Department of Radiology. There is scientific evidence that diversity makes us stronger and more creative in education, research, clinical care, and leadership. Beyond contributing to the core missions of the department and school, achieving diversity amongst our faculty, staff, and trainees is important because it is the right thing to do. We continue to actively recruit and work to retain a diverse group within the department of Radiology, and this is one of the most important values we share. I am delighted to see the terrific efforts of Dr. Daldrup-Link and her team in this regard. Keep up the great work!

Garry Gold, MD

Professor, Radiology and (by courtesy) Bioengineering and Orthopaedic Surgery
Vice Chair, Research and Organization
Stanford Medicine | Radiology



For 2020, I wish that all members of our community feel included, respected, and empowered to voice their perspectives and ideas.

Ann Leung, MD

Professor, Radiology
Associate Chair, Clinical Affairs
Stanford Medicine | Radiology



Stanford Radiology Wishes for the New Year 2020

In 2020, I hope that we can all begin to see the things we have in common with others first rather than the things that can so easily set us apart. Over the years, I have learned that it is easy to form a quick opinion of someone I don't really know based upon external markers, characteristics or even hearsay. Yet, when I make the effort to get to know that same person, I most often discover a wonderful human being with unique perspectives and ideas that enrich my life and mind. The key is to look for commonalities first so that I have a head start in establishing a positive bond with everyone I happen to meet. I have discovered this practice creates in me a happy heart. In 2020, I want to become even better at seeing the positive in others first! Will you join me?

Elizabeth Gill

Executive Assistant
Office of the Chair
Stanford Medicine | Radiology



In 2020, I wish for renewed efforts to turn our complementary differences to collective strength through mutual respect, collaboration, and teamwork. In a recent visit to Zion National Park, we encountered something unexpected in the desert landscape—snow. The vivid red, black, and alabaster rock, evergreen firs, and azure sky now garnished with a layer of snowy white reinforced to me that the majesty of this diverse landscape lies in how each element complements and enhances the others.

David B. Larson, MD, MBA

Associate Professor, Pediatric Radiology
Vice Chair, Education and Clinical Operations
Stanford Medicine | Radiology



Stanford Radiology Wishes for the New Year 2020

In 2020, I wish that the Stanford Medicine Abilities Coalition will inspire those with disabilities and their colleagues to expand their idea of the possible. Building inclusive relationships, we will enrich our sense of community and bonds of trust. We can achieve so much more together than separately.

Peter Poulos, MD

Clinical Associate Professor
Stanford Medicine | Radiology



In 2020, I wish to expand my consciousness and appreciation of the differences we all bring to our communities, whether they be family, neighborhood, work life, governmental, or planetary, and I hope my neighbors, friends, family, and colleagues will join me on the journey.

<http://www.stanford.edu/people/Sandy.Napel>

Sandy Napel, PhD

Associate Professor, Pediatric Radiology
Professor, Radiology
Stanford Medicine | Radiology



Stanford Radiology Wishes for the New Year 2020

In 2020, I wish that we each take the opportunity to greet and introduce ourselves to someone new. Human connection and relationships lead to understanding.

Mekemeke Faaoso

Administrative Associate
Stanford Medicine | Radiology



In 2020, I wish that we continue to promote diversity and inclusion in our community and create an environment where everyone feels respected, accepted and supported. I wish that all our members get the opportunity to embrace and learn from diversity in this coming year, whether that be through their training, collaborations or friendships. I wish that we all do our bit to promote inclusion and provide support to our fellow colleagues in any way we can. Have a healthy, happy and diverse year everyone!

Aisling Chaney, PhD

Postdoctoral Fellow
Stanford Medicine | Radiology



Stanford Radiology Wishes for the New Year 2020



2018 Diversity Fair. Pictured from left: Jess Klockow, Audrey Fan, Benedict Anchang, Hossein Nejadnik

For 2020, I wish:

For worldwide tolerance and acceptance of people who are different from ourselves. We don't have to have the same beliefs, principles, or values as someone else to accept them. In fact, we should welcome differing opinions and seek them out. Listen to a news station with a political slant opposite to your own. Talk to a friend about their religion. Hang out with people that aren't part of your normal crew. Groupthink limits our capacity to create and grow which is important for research, innovation, and healthcare. All parties benefit when we open our minds to new (sometimes dissenting) information and learn to include everyone in decision-making processes.

I also wish the best of luck for the diversity committee members that have moved on this year. Congratulations to Benedict Anchang, Hossein Nejadnik, and Audrey Fan for starting the next phases in their careers as academic researchers and health care providers. Your dedication and contribution to the committee over the past two years has been extraordinary. We celebrate you and we will dearly miss you.

Jess Klockow, PhD

Postdoctoral Scholar
Stanford Medicine | Radiology

Stanford Radiology Wishes for the New Year 2020

In 2020, I wish that more people would turn off their cell phones, especially when they are walking, shopping, or in a coffee shop. Funny, that the more we travel and the more advanced our technology has become, the less people seem to know about each other. I often hear people boast with pride that 'our world has become smaller' because we are more connected than ever, worldwide. Yes, probably true. But I wonder if this had helped us to know and understand our neighbors, or other people and cultures, any better. Today's news, both locally and globally, is sad and painful. While living in a smaller world, many seem more focused and self-absorbed, and less knowledgeable about the world we live in. In 2020, I wish that people will talk more and build more bridges of understanding. Maybe the Nightly News in this new year will be more pleasant, encouraging and hopeful.



Fuad Nijim

Administrative Associate
Stanford Medicine | Radiology

In 2020, I wish for even greater diversity in science. I wish for a year full of scientific projects driven by individuals with diverse expertise, scientific and cultural background, gender, education, age and any other nuances of diversity. I wish all of us come together and make a positive impact on human health. Happy New Year to everyone. Let the new year bring us diversity, inclusion and health.

Tanya Stoyanova, PhD

Assistant Professor
Canary Center for Cancer Early Detection
Stanford Medicine | Radiology

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Assistant Professor
Canary Center for Cancer Early Detection
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In 2020, I wish that we continue to increase the diversity of our faculty and training programs in radiology. Any efforts from the recruitment of diverse medical students into radiology to the retention of women and underrepresented minorities on the faculty will create an even richer environment here with benefits for all.

Mrudula Penta, MD

Clinical Assistant Professor
Stanford Medicine | Radiology

For the new year, my diversity wish is that our society will return to a spirit of respect and inclusiveness of multiple different peoples, opinions and viewpoints.

Terry Desser, MD

Professor
Stanford Medicine | Radiology



Stanford Radiology Wishes for the New Year 2020

In 2020, I wish for recruitment, retention, and advancement of faculty who are diverse in their race, sexual orientation, worldview, life experience, and training. I hope for an environment supportive of diversity both in highly visible actions, such as the ways that faculty are promoted and recognized for their efforts. I also wish for an environment supportive of diversity in less visible ways, such as the ways in which we interact with and support each other. I hope that we all recognize the significant impact that these smaller, daily actions have on creating and promoting a diverse workplace.

Amanda Rigas, MD

Clinical Assistant Professor, VAPAHCS
Stanford Medicine | Radiology

In 2020, I wish for a world that respects all of our differences and celebrates what makes us unique as individuals.

Carina Mari Aparici, MD

Professor, Nuclear Medicine and Molecular Imaging
Director, Theranostics and Nuclear Molecular Therapies
Stanford Medicine | Radiology



In 2020, I wish to wake up and welcome all the amazing things in store for me this year, stay healthy and be more focused than ever, continue to smile and always be kind. I'm ready for new experiences, challenges and grateful in advance for everything that is yet to come

Eileen Miquez

Administrative Associate
Stanford Medicine | Radiology



Stanford Radiology Wishes for the New Year 2020



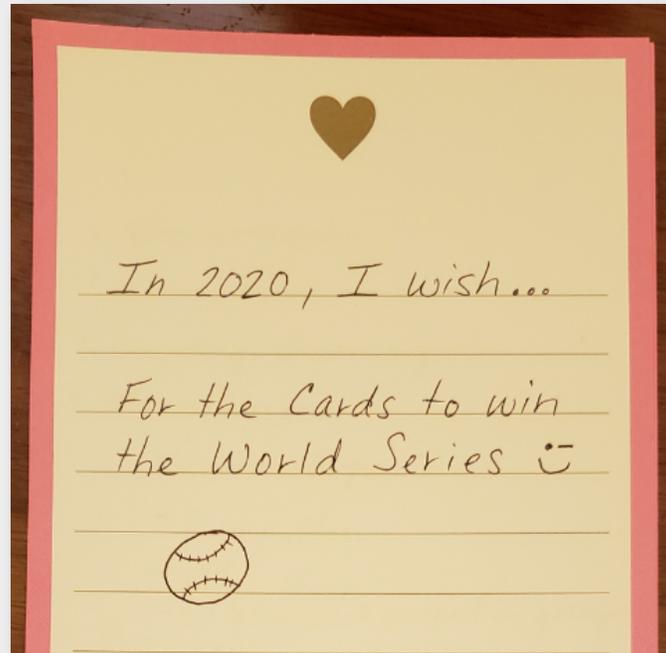
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My wish for 2020 is that the country will come together, overcoming the current divisive politics and rhetoric, embracing the diversity that has previously made the United States such a powerful and well-respected nation. The increasing lack of respect and violence towards people with different political opinions, religious beliefs, ethnic origins, and sexual orientation is disturbing to say the least. I hope that Stanford continues to provide an inclusive environment that values diversity and promotes its international outreach efforts, recognizing that diversity contributes to the current rich academic environment, and enhances the overall reputation of the University.

Kate Stevens, MD

Associate Professor, Musculoskeletal Imaging and (by courtesy) Orthopaedic Surgery
Stanford Medicine | Radiology

Stanford Radiology Wishes for the New Year 2020



“If we cannot now end our differences, at least we can help make the world safe for diversity.”

– John F. Kennedy



Nothing Gold Can Stay

by Robert Frost

*Nature's first green is gold,
Her hardest hue to hold.
Her early leaf's a flower;
But only so an hour.
Then leaf subsides to leaf.
So Eden sank to grief,
So dawn goes down to day.
Nothing gold can stay.*



“A small body of determined spirits fired by an unquenchable faith in their mission can alter the course of history.”

– Mahatma Gandhi