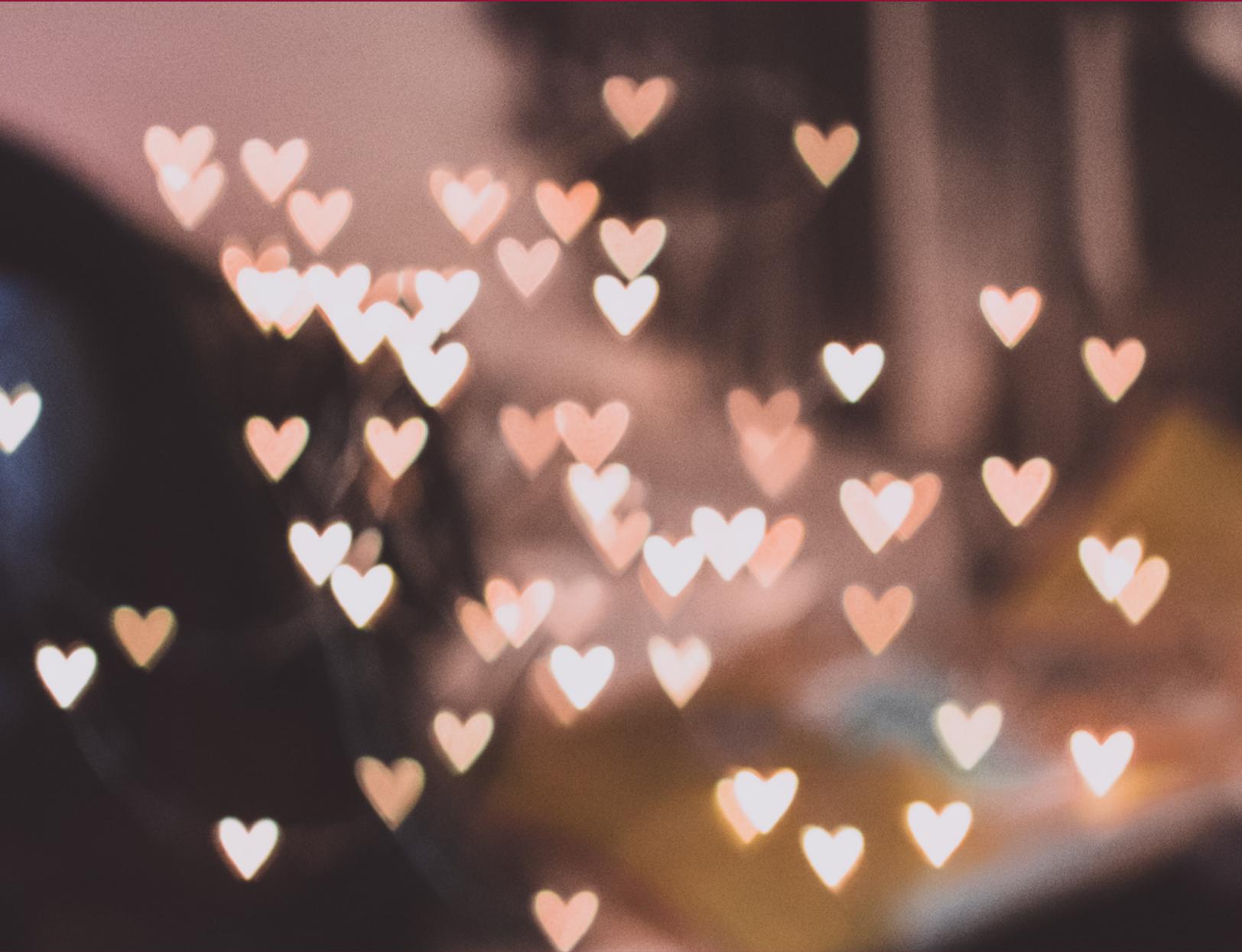




Stanford
MEDICINE | Radiology

Diversity Newsletter

Vol. 3, Issue 2



“I long, as does every human being, to be at home wherever I find myself.”

— Maya Angelou

My Hometown

Dear colleagues,

Our February diversity newsletter provides reflections on “my hometown”. This theme really resonated with our Stanford Radiology community as we received many very interesting reflections on this topic. Did you know that you can find someone in our Department, who can provide you with inside knowledge about almost any place in the world? Collectively, our Radiology team knows almost any place you can imagine!

Your hometown can be the place where you were born, the place where you grew up or the place which you adopted as your permanent residence while you were young. Most of the time, your hometown is a place to which you have a deep emotional connection.

What does your hometown have to do with diversity? Specific geographic areas are linked to specific social attributes. They can be related positive or negative prejudices and stereotypes. If strangers find out that they are from the same hometown, they often feel an immediate connection and are able to communicate at a multifaceted level. Hometown conformity can facilitate social relations and information exchange. Hometown diversity on the other hand can add value to a team and organization by bringing together a broad range of knowledges and experiences. If we can master multi-cultural integration, then hometown diversity can exponentially increase our collective knowledge, foster creativity and generate new knowledge and new ideas that will benefit us all. Please join me in celebrating hometown diversity at Stanford Radiology!

Heike E. Daldrup-Link, M.D, Ph.D.
Professor
Associate Chair for Diversity
Stanford Medicine | Radiology



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WHERE IS HOME?

More and more people worldwide are living in countries not considered their own. Writer Pico Iyer -- who himself has three or four "origins" -- meditates on the meaning of home, the joy of traveling and the serenity of standing still.

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

*“Give the ones you love wings to fly,
roots to come back and reasons to stay.”*

– Dalai Lama

My Hometown is Fremont

While I was born in upstate New York, and enjoy the idea of referring to myself as a “native New Yorker”, I moved with my family to the Bay Area when I was 4 years old. I have spent all but two of the next 41 years living in the triangle between San Francisco, Oakland, and San Jose. My real hometown is Fremont, where I spent my formative years just across the Dumbarton Bridge from Stanford. Fremont has a rich history, with locals always quick to note that Charlie Chaplin produced a number of his early films in the Niles District. By the early 1980’s it was becoming increasingly popular as a residence for engineers commuting to Silicon Valley, like my father. A number



Mission San Jose, built in 1797, sits in the shadow of nearby Mission Peak

of my friends who grew up in other spots around the Bay Area derisively refer to it as “Freakmont”, a suburb lacking any real draw or character. However, as a teenager I never felt like I was living in “the sticks”. I was comfortable with the pace of life, the educational and social opportunities available to me around town, and the thrill of San Francisco being only a 45 minute drive away. I attended Mission San Jose High School, where my mother would occasionally substitute teach in my math classes. I would earn her ire and my classmates’ laughs by raising my hand to ask questions such as, “what’s for dinner?” Like much of the Bay Area, MSJHS and Fremont have undergone rapid renovation and growth since I moved on, to the extent that I barely recognize the neighborhoods in which I used to go to swim practice or have late night study sessions with friends. I say “moved on”, but of course I wound up a mere 22 miles away from the house in which I grew up. Despite the proximity, Stanford has always presented itself to me as that exotic campus where I would get lost when I would drive across the bay to Palo Alto. I continue to have a certain sense of amazement that I have found a home at Stanford, with all the incredible minds and talents here to learn from and collaborate with, even though one could say I’ve been here nearly all my life.

Edward E. Graves, PhD

Associate Professor, Radiation Oncology and (by courtesy) Radiology

<http://graveslab.stanford.edu>

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My Two Hometowns

I have two hometowns. One I grew up in since the age of five. The other I grew up with, but only really knew 31 years later.

My family emigrated to the US in 1987 and we set up roots in El Monte, a suburb of the San Gabriel Valley in Southern California, where my family still resides today. Predominantly Hispanic and working-class, El Monte is where weekends are laden with mariachi music, menudo fundraisers and backyard cookouts that go into the night, offset now and again with police sirens that only temporarily halted the festivities. We're known for the Gay's Lion Farm during the 1920s motion picture heyday (think, the roaring lion in the Metro-Goldwyn-Mayer trademark) and the Longo Toyota Dealership, the No 1 volume dealership in the US, whatever that means. The city is also home turf of the El Monte Flores 13 and, to a lesser degree, the Asian Boyz and other ethnic gangs. I still walked home daily from school with my grandfather relatively carefree, perhaps a bit ignorant. El Monte is where kids come outside

to play ball or hide-and-go-seek with each other, and walk to the nearest 7-Eleven to get an ice-cold Slurpee while the grandparents tried to remember birthdates for the next lottery numbers to buy. We kids rode bikes on the streets and met up at McDonald's or Del Taco, or spent hours at the arcade. It's a place where you see vocational training notices everywhere, but you'd be hard-pressed to find information about the time Einstein once took residence just ten miles north at Caltech to further his theory of general relativity. When I saw a "Starbucks Coming Soon" banner, it suggested El Monte was finally "movin' on up."

El Monte is not so diverse (+60% Hispanic, +20% Asian, very few Blacks or of European decent) and often ethnic groups comfortably remain segregated. With that said, it is special because I always felt a sense of togetherness between residents, that there was always this understanding many of us managed with the same: blue-collar parents working long hours, many on food stamps and government



Saigon, Vietnam. My cousin and his dad hot patching a flat at their "shop" on Thuận Kiều street.

My Two Hometowns

subsidized housing, but who often shared cuisines of home, shopped and enjoyed weekend gatherings. The Asian make-up were more or less first or recent generation immigrants and when people came together you'd hear stories of foreign hometowns and old neighborhoods. We ourselves were refugees from Việt Nam and so predominantly these stories straddled pre- and post-War.

And this is where, 31 years after arriving in the US, I set foot back in Việt Nam and began to really appreciate my second hometown in the Chợ Lớn quarter of Sài Gòn, Việt Nam. While the city center has certainly changed to a thriving metropolis that unabashedly embraces capitalism, there is still much of the old that remains. Nothing stood out more glaringly to me than visiting my 31-year-old cousin and his dad both in sandals on the corner of the busy Thuận Kiêu street repairing passersby's motorbikes and hot patching flats over an open flame. It occurred to me that when he was born, we were both setting on very divergent new lives. With that said, he was just as knowledgeable and comfortable with his craft as I am about mine back in the States, much of which he told me he learned from his dad and a friend. When they "closed shop," it was simply taking down a tarp, throwing their tools into a cart and pushing it a few blocks home.

I am privileged to have these two beautiful and eccentric hometowns. Each keeps me strongly grounded, that, despite having distinctly separate cultures, upbringings, or opportunities, we all share common goals and make equally important, if dissimilar, contributions as our neighbors across the lab, across the street or across continents.

Jason Thanh Lee, PhD

Director, Stanford Center for Innovation in In Vivo Imaging
Stanford Medicine | Radiology

"A man travels the world over in search of what he needs, and returns home to find it."

– George Moore

Growing Beyond Fear and Doubt



Mario Moreno's family came to the US as illegal immigrants. Poor grades in college shattered his hopes of getting into med school. After undergrad, he worked as a night time interpreter in a hospital and studied for his MCAT between patients. He was feeling doubtful and afraid. Listen to this extraordinary story of determination and recovery to achieve the height of success in medicine!!

<https://soundcloud.com/user-333680609/growing-beyond-doubt-and-fear>

Mario Moreno, MD

Radiology Resident
Stanford Medicine | Radiology

A Tale of Two Cities - My Hometown, Cairo, Egypt



My hometown, Cairo, Egypt hasn't always been the most idyllic place to live in but seeing it through my own eyes and the eyes of others, especially those new to its charms, has me convinced it is often two separate cities. Crowded yet quiet, tumultuous yet serene, these "cities" and my experiences there have helped shape me as a person as well as a doctor.

Through the eyes of others, I have learned to appreciate the beauty and unique aspects of Cairo. In 2010 I played tour guide to my future wife (we were married five years later). On our trip she remarked about the erratic driving by everyone on the road. She was shocked at the "lane splitting". Lane splitting, the act of creating your own lane by driving between two lanes, is normal driving for those in Cairo to expand the width of roads but is not allowed here in the US (ask my brother-in-law who got a ticket for doing it on an LA freeway in 2016!). Driving here, I told her, gave me the ability and confidence to drive anywhere in the world. We spent a bit of time driving from one location to another and during the drive to the pyramids, she gasped at the sight of them from the freeway. She was so amazed that they were just "there". I grew up with the pyramids and frankly didn't notice them most times I passed by. Seeing and touring them again with her I realized how fascinating they really were. During this time, I was able to introduce her to many of my friends, some who have been my closest allies since age 14 and some I met at university and at prior jobs. Even in such a large city of 20,485,000 people (that is 17,199.8 people per square mile vs California at 253.7 people per square mile), friendships grow and are maintained. Cairo may not have a reputation for being a friendly city, but I think the hospitality shown by my friends and even strangers on the street convinced her otherwise. Cairo is a truly friendly place, which has always been one of my favorite things about the city. During our journey through Cairo, there were many situations that occurred that made me realize that, despite some negative aspects, I really did like my hometown.

A Tale of Two Cities - My Hometown, Cairo, Egypt

Through my own eyes, I mostly viewed Cairo as a comfortable yet bustling place to be raised. I made amazing long-time friendships, was raised in a wonderful caring family, and went to school and became a radiologist. At an early age I was dismayed by the lack of medical facilities available for children and it made me question why there was a serious lack of resources for Egypt's kids. Becoming a doctor was an easy decision for many reasons. First, my father was a surgeon, my mother a pathologist, and my sister a dentist. Becoming a neuroradiologist was an even easier decision as I was fascinated with the puzzle-solving exercises neuroradiologists experience on a daily basis. But I was more comfortable doing so in a quieter surrounding than the inpatient units and outpatient clinics. Going to medical school and subsequently residency in one of the largest teaching hospitals in the middle east exposed me to incredible teaching opportunities. The lack of dedicated children's hospitals in most cities in the country resulted in very long trips for parents accompanying their sick children from isolated parts of the country to the children's hospital where I received my training. Consanguinity is not an uncommon practice in Egypt and as a result my interest in genetic conditions has grown rapidly by encountering several inherited conditions on a weekly basis.



Thank you to my hometown, for making me an accomplished tour guide, a skilled driver, for allowing me to see the beauty again in the things I took for granted, for your training and for your interesting genetic cases that helped fuel my ever-growing interest in pediatric neuroradiology.

Hisham Dahmouh, MD

Assistant Professor
Stanford Medicine | Radiology

Asmara my Hometown - also called Little Rome in Africa



I was born in Asmara. At age five, I moved to a little village about 45 km outside of Asmara and started my elementary school. About 4 years later, my family moved back to Asmara, where I completed my education, started my career, and got married. Though I may not be 100% "Azmarino," a title claimed by those who were born and raised in Asmara, I can proudly claim Asmara as my hometown. The beautiful city of Asmara is locally referred as Asmera and is the capital city of Eritrea.

Asmara is located in the central highlands of the country, with beautiful weather similar to California. Eritrea's population is about 5 million, and Asmara's population is over 650,000. The city is very famous for its classic Italian colonial architecture, which is dated from the 19th century and has been well preserved over the years, despite several wars in the region. To preserve the hard-fought architectural heritage, Asmara has been listed as a UNESCO World Heritage site since 2017. The city was founded in the 12th century AD after four clans agreed to unite as a result of pressure from the women to preserve peace. This led to Asmara's original name, Arba'ate Asmera. In the local language, Tigriyna, Arba'ate Asmera literally translates to "the four united females". After Italy occupied Eritrea in 1889, Asmara quickly grew and became the capital city of Eritrea in the 1900th.

Asmara still retains its Italian colonial heritage through culture, cuisine, sport, and leisure. All of my favorite Italian menus, such as spaghetti, lasagna, pasta al forno, coteletti, pizza and other Italian special dishes are easily found in most restaurants in Asmara, especially in larger restaurants and hotels. Italian style cafes and bars are also common, while Starbucks and fast food chains have not yet entered the city. The most beloved sports are soccer and cycling.

Growing up in Asmara, a unique and memorable activity that I always enjoyed is taking a walk after work with friends along the main street: Independence Avenue, formerly called Kombishtato, is the heart of the city and home to many cultural sights, shops, cinemas, and cafes. The street is lined with old, graceful palm trees and provides a sense of serenity for friends getting together. Watching people walk with assurance and devoid of pride, with friendly attitude, as they stop to give hugs, kisses, or Azmarino style handshakes with bright smiles, produces a feeling of therapeutic relaxation. Asmara also hosts

Left column: Asmara's beautiful architecture heritage, wide boulevards, sidewalk shops, and city Park.

Asmara my Hometown - also called Little Rome in Africa

the National Museum, which stores historical and contemporary Eritrean artifacts. Other sites, such as the Biet Ghiorghis Zoo and Park, Mai Jah Jah Park, Martyrs National Park are great sights to visit and provide stunning views and incredible scenery. The beautiful Red Sea port city, Massawa, is about 90 km from Asmara. It is the most enjoyable moment to go to Massawa for weekend vacations swimming in the warm sea and spending quality time on the yet to be explored Red Sea coast.

Asmara is a religiously diverse city, Orthodox Christians being the largest, but there are Catholics, Muslims, Jews, Protestants, and other smaller religious groups. The unique harmony and peace between all people, regardless of religion, makes it one of the most beautiful places in Africa. This is also reflected in the architecture of the city itself with beautiful Cathedral, Orthodox St. Mary Church and Mosque built in close proximity in the center of the city. Women equality and diversity in schools, the workplace, and other sectors are highly reinforced, honorably earned by the incredible role of women fighting side-by-side equally with men during the war for independence.

As a third world city, of course, there are some challenges living in Asmara. Noticeably, there is a scarcity in water and electricity, no or very basic internet access, no ATMs or Uber ride shares yet. But the highly disciplined and resilient residents created an environment, which is astonishingly peaceful and crime-free. With beautiful historical architecture, designated city zoning and planning, and wide streets, Asmara is also known as one of the cleanest cities in Africa.

Asmara has to catch up with fast moving technology and advances of global economy. But this city already has a charm that other cities are trying to create. Asmara is one of the most vibrant, multi-cultural, harmonious and hospitable cities in the world, as stability and peace are sustained in the region.



Fregghi Habte, PhD

Director, Preclinical Imaging Core
MIPS/Canary Center
Stanford Medicine | Radiology

Reflections from the Cyclotron Facility Team



Great Britain

Working in a diverse team makes many aspects of work more enjoyable, rewarding, and a better learning experience. Firstly, it gives you a better understanding of how people from different cultures and upbringings work and function, not necessary through work itself but the conversations you have during breaks, chatting in groups, and times outside of work. The world is becoming ever smaller and easy to reach, whilst the pharmaceutical radiochemistry is a very niche field. Having colleagues from across the globe helps make these connections across the worldwide community stronger and closer as a whole while also facilitating the possibility of future career progression to elsewhere in the world.

THOMAS HAYWOOD, PHD

Reflections from the Cyclotron Facility Team

India

Cyclotron and Radiochemistry Facility (CRF) colleagues are from different parts of the world. We all work together for the development of our facility. Unity in diversity enriches more to achieve our facility's goals in the years to come.

MURU SUBBARAYAN, PHD

Uruguay

In a multicultural environment, one will find people that have habits or customs that are usually different from one's own. In that sense, respecting this diversity is achieved by deeply respecting people. That respect for the culture goes then beyond the cultural aspect, so it becomes an overall respect for the person. That is a great benefit for a team. During my previous work experiences in other groups with almost no diversity at all, I've seen how easily people disrespect each other, and that is sad and stressful.

Creativity is another good thing that diversity brings into our group... but my experience here is too brief to tell if that is true or not. I hope that it is.

PABLO BUCCINO-EVANS, PHD

South Korea

At first, some cultures were difficult to understand. However, I tried to understand their unique culture. Being in this facility is a good opportunity to learn various cultures and exchange knowledge. In our field, it is very good to learn how other people from different background in different countries do the work that I do in a different manner. It is in this exchange and sharing of different work processes that we can improve our work.

JUNG HYUNG PARK

Reflections from the Cyclotron Facility Team

Philippines

The diversity in the radiochemistry team enriches the expertise and knowledge of the group. Not only can we talk about how “radiochemistry” is done in different parts of the world, but we can also share our cultures, traditions, and perspectives. We are constantly learning from each other. Of course, there are challenges to having different points of view and expectations, but the radiochemistry team is exceptional in communication and compromise.

JESSA CASTILLO

Australia

I enjoy working in the radiochemistry facility at Stanford as it represents a truly diverse environment. We are always learning about each others hometown or trying some different type of food - chinese, korean, italian etc. In Australia, we don't have a distinctive Australian food, so we have food from everywhere around the world. We're very multicultural, so we grew up with lots of different types of food and I enjoy experiencing this with my colleagues. I also enjoy telling people about the beautiful beaches in my hometown of Cronulla, Australia - where the water is warm and you can swim and surf without a wetsuit.

CORINNE BEINAT, PHD



“Home is where one starts from.”

– T.S. Eliot