

Roadmap for Workforce Trainings on Diversity, Inclusion and Health Equity

December 21, 2023

At Stanford Medicine Children's Health (SMCH), we are committed to advocating and ensuring that patients and families have a fair and just opportunity to achieve their full health potential. As part of our journey, our organization seeks to build awareness and, more importantly, skills, related to addressing bias, racism and injustice, microaggressions, diversity, inclusivity and belonging.

Key competencies for our workforce include:

- (1) Diversity, equity and inclusion (DEI) for leaders and teams, including understanding the impact of implicit/unconscious bias and microaggressions
- (2) Training on anti-racism, anti-discrimination, allyship, and effective communication
- (3) Understanding and meeting our patients' needs in multiple contexts (e.g., race, ethnicity, ethnic background, preferred language, gender identity, sexual orientation, disabilities, social determinants of health) to support cultural responsiveness/cultural humility/trauma-informed care

Our journey to accomplishing these competencies will evolve and expand over time. As a first step, this document provides our workforce with a roadmap and navigation to links with resources, training, and learning opportunities for competencies critical for supporting a diverse, equitable and inclusive enterprise-wide culture. The roadmap will be updated over time as additional resources and training become available.

DEI, Implicit/Unconscious Bias, and Microaggressions Resources

- **DEI resources** at Stanford Medicine include [training and education](#) on [why](#) and [how](#) leaders and teams can advance justice, equity, diversity, and inclusion.
- **Implicit or unconscious bias** refers to the unconscious attitudes or stereotypes that affect our understanding, actions, and decisions. **Microaggressions** are subtle, often unintentional, behaviors, comments, or actions that express bias, prejudice, or stereotypes towards a particular group, especially marginalized groups. These can be related to race, ethnic background, gender, gender identity, sexual orientation, religion, disability status, or preferred language and can have a significant impact on individuals' mental and emotional well-being. Multiple resources to learn about implicit bias and microaggressions are available [here](#), [here](#) and [here](#).

Anti-racism, Anti-discrimination, Allyship and Effective Communication Resources

- **Anti-racism** and **anti-discrimination** are both the continuous practices of actively identifying and opposing racism or other forms of discrimination to create an environment where all people feel supported and are able to grow, thrive, and achieve their full potential. Education and training on anti-racism is available at [Stanford](#) and the [AAMC](#). At SMCH, we have also developed a collaboration with our Department of Pediatrics to provide foundational anti-racism training with the [HEAL initiative](#).
- **Allyship** is making the commitment and effort to recognize our own privilege and work in solidarity with oppressed groups in the struggle for justice. An example of a learning journey created by individuals at Stanford is [here](#).

Understanding and Meeting the Needs of Patients and Families

- **We Ask Because We Care (WABWC)** is an initiative across Stanford Medicine focused on improving consistent assessment of patient and caregiver demographic information across multiple phases, detailed below:
 - Phase 1 (FY24 Core Goal): Race, ethnicity, ethnic background, and spoken and written language; more information can be found [here](#). To support language access for patients and families whose preferred language is other than English, we are also providing education and training on

