



Stanford
M E D I C I N E

School of Medicine

Neurosurgery Staff
JEDI-B

Justice Equity Diversity Inclusion Belonging



THE SBAS BACKPACK CHALLENGE

ACKNOWLEDGEMENTS

THE SBAS BACKPACK CHALLENGE WAS CREATED BY DR. CARLA PUGH, DEPARTMENT OF SURGERY, STANFORD AND LAUNCHED AT THE ANNUAL SBAS (SOCIETY OF BLACK ACADEMIC SURGEONS) MEETING IN SEPTEMBER 2022.

WE EXPRESS OUR SINCERE GRATITUDE TO THE STANFORD SCHOOL OF MEDICINE OFFICE OF FACULTY DEVELOPMENT AND DIVERSITY (OFDD) AND THE REACH INITIATIVE FOR PURCHASING THE BACKPACKS.

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CONTENT, SLIDES, & VIDEO TAKEN FROM:

<https://twitter.com/SocietyofBAS/>



SBAS Backpack Challenge: Background

- Conscious and unconscious bias relating to race, ethnicity, gender and sexual orientation often result in **micro-aggressions and micro-exclusions that can affect work productivity and job satisfaction.**



- This has been described as the **"invisible backpack full of bricks"** that is *carried by those affected and goes unnoticed by the majority, who are not aware or affected.* This leads to no global strategy for action.



SBAS Backpack Challenge: Goal

Help **make the invisible burden of those affected more visible** and in this process garner support, partnership and action from leaders and those in positions of power.





SBAS Backpack Challenge: Process

- Commit to wearing the backpack and sharing your experience with family, friends, colleagues and co-workers for at least 1-2 weeks.
- Schedule a starting date that works for you, fill the water bottles and start your learning journey!

WATCH THE VIDEO FOR MORE INFO





SBAS Backpack Contents:

1



AOSA



LSS



SBAS

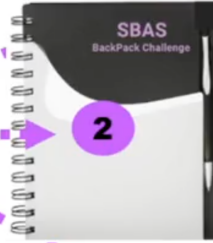


AWS



SAAS

2



3



- 1) **Sheet of QR codes** to each Identity-based Organization's website where you will find the mission, vision and values of each organization.
- 2) **Notebook & Pen** to journal your experience of sharing with others what you have learned on the websites for each organization and from your colleagues & trainees during your learning journey.
- 3) **Five - 16oz collapsible water bottles** to simulate the weight of workplace challenges.
- 4) **Pin-back Button** - "Ask Me about Allyship in Action" to help facilitate conversation.



AOSA



LSS



AWS



SAAS



SBAS

WHY SHOULD I DO THIS?

THE OVERARCHING GOAL OF THIS BACKPACK CHALLENGE IS TO MAKE VISIBLE THE INVISIBLE BURDEN CARRIED BY OUR COLLEAGUES WHO ARE UNDER-REPRESENTED IN MEDICINE AND DEMONSTRATE ALLYSHIP THROUGH SHOULDERING THIS BACKPACK AND INVITING OTHERS TO JOIN US.

HOW DO I SIGN UP FOR THE CHALLENGE?

FOLLOW THIS [LINK](#) OR USE QR CODE TO SIGN UP FOR ONE OF OUR 10 BACKPACKS FROM MAY 1-31.



HOW DO I AMPLIFY THIS MESSAGE?

WE ARE ENCOURAGING ALL BACKPACK WEARERS TO USE SOCIAL MEDIA TO SHARE THEIR EXPERIENCES! WHEN POSTING ON SOCIAL MEDIA,

PLEASE MAKE SURE TO MENTION
@SOCIETYOFBAS
@STANFORDNEUROSURGERY
@STANFORDNEUROSURGERYSTAFFJEDIB

USE THE HASHTAGS
#SBASBACKPACKCHALLENGE
#STANFORDMED
#STANFORDMEDOFDD
#STANFORDNEUROSURGERY
#ALLYSHIP

IF YOU'D RATHER WE POST FOR YOU, JUST GO TO THIS **LINK** TO UPLOAD TEXT, PICTURES, VIDEOS, MEDIA AND/OR MESSAGE AND DIAN LE OR ROSS HORIUCHI WILL POST ON NEUROSURGERY SOCIAL MEDIA PLATFORMS

PLEASE COMMIT TO WEARING THE BACKPACK AND SHARE YOUR EXPERIENCE WITH FAMILY, FRIENDS, COLLEAGUES, AND CO-WORKERS.

HERE'S WHAT'S BEEN SHARED ON SOCIAL MEDIA

CLICK HERE →

#SBASBACKPACKCHALLENGE

WHERE DO I GET A BACKPACK?

**PLEASE CONTACT JENNIE VISITACION AT
JENNIEV@STANFORD.EDU OR STOP BY
453 QUARRY ROAD, 2ND FLOOR
(JENNIE'S DESK 253.03 - FIND THE
PLANTS)**

HOW LONG DO I HAVE TO CARRY THE BACKPACK?

**1-2 WEEKS IS IDEAL OR AS LONG AS THERE
IS AVAILABILITY ON THE SHEET**

**THE SIGN-UP SHEET IS FOR DAILY
INCREMENTS AND YOU CAN HOLD ONTO
THE BACKPACK FOR UP TO 31 DAYS, THE
MONTH OF MAY 2023.**

WHAT IF MY PLANS CHANGE AND I CAN'T CARRY THE BACKPACK?

**SIMPLE! RETURN TO THIS LINK AND DELETE YOUR
NAME.**

THANK YOU FOR PARTICIPATING!