

Shaila R. Kotadia

Director of Justice, Equity, Diversity, and Inclusion, School of Medicine - Human Resources Group

Bio

BIO

I provide guidance on building justice, equity, diversity, and inclusion (JEDI) into institutional systems and structures. My experience in higher education has focused on the integration of JEDI activities across all constituencies, from students/trainees to staff to faculty, whereas in my current position I focus primarily on staff. In my role, I am charged with implementing institution-wide JEDI strategic plans for staff. I also conduct education and facilitation around JEDI topics, lead ongoing institutional assessments, review HR policies and processes, build communication processes, and create relationships across silos in an effort to increase organizational effectiveness. Both personally and professionally, I use the principle of praxis, the constant cycle of reflection and action, to guide my JEDI efforts, including the creation of the School of Medicine Staff JEDI Collective, a group across the School that uses a grassroots approach to culture change. Prior to my arrival at Stanford, I led the STEM Equity and Inclusion Initiative at the University of California, Berkeley. In my scientific career, I received a PhD in Genetics and Development from the University of Texas Southwestern Medical Center and completed a postdoc at the University of California, Santa Cruz. In my personal time, I enjoy hanging out with my family and young kiddos, dancing ballet and modern, reading, and (re)connecting with friends.

CURRENT ROLE AT STANFORD

Director of Justice, Equity, Diversity, and Inclusion, School of Medicine Human Resources Group

EDUCATION AND CERTIFICATIONS

- Postdoctoral Fellowship, University of California, Santa Cruz , Cell Biology and Genetics
- Ph.D., University of Texas Southwestern Medical Center , Genetics and Development
- B.S., University of Illinois, Urbana-Champaign , Cell and Structural Biology, Minors in Geography and Chemistry