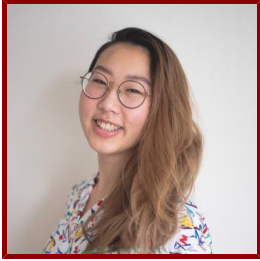


Stanford



Weichen Ling

DEI and HR Programs Administrator, Psychiatry and Behavioral Sciences

Bio

BIO

I am intrinsically motivated in Diversity, Equity, and Inclusion (DEI) by lived experience. As a first-generation Taiwanese immigrant, I have been perceived as every stereotype, from model minority to illegal alien. Comments targeting my name, my accent (or lack thereof), and my appearance only enhanced fears of deportation and heightened feelings of otherness. Living without psychological safety showed me that trust and belonging bloom naturally from a culture of strong allyship - a principle that guides my activism and sets the foundation for my approach to organizational diversification.

Prior to working at Stanford, I was a middle school science teacher serving Oakland Chinatown. At UC Berkeley, I majored in Integrative Biology (Human concentration) and minored in STEM Education, receiving a California teaching credential at the end of the program. I have always been interested developing solutions toward the vast inequity in the Bay Area. I witnessed first-hand how socioeconomic injustice could impact the trajectory of an individual's life, even at its very beginning. Having seen how inequity manifests, I have made it a personal mission to continue working in the DEI space at Stanford and advocating for cultural changes in higher education.

CURRENT ROLE AT STANFORD

DEI & HR Programs Administrator - Department of Psychiatry and Behavioral Sciences

PROJECTS

- Evaluation of the effect and associations of preterm infant-parent bonding with parental mental health and infant health outcomes (IRB-57962) - Stanford University
- Evaluation of a detailed burnout survey and targeted intervention on neonatology fellow burnout (IRB-60625) - Stanford University

PERSONAL INTERESTS

Diversity and Inclusion

Developing Self & Others

Positive Work Environment

Positivity and Resilience

Professional

PROFESSIONAL AFFILIATIONS AND ACTIVITIES

- Internal Events, Marketing, and Branding Chair, Stanford Medicine Women and Allies Employee Resource Group (2023 - present)
- (Inter)Departmental Collaboration Co-Lead, School of Medicine Staff JEDI Collective (2021 - present)

- URiM K-12 Pathways Co-Lead, APPD Confronting Anti-Racism National Work Group (2021 - present)
- Facilitator - Anti-racism, Gender equity, Health Equity Advanced through Learning (HEAL) Seminar (2021 - 2023)
- Co-lead, Recruitment and Advancement team (2020-21); Co-lead, Staff Engagement team (2022), Stanford Pediatrics Advancing Anti-Racism Coalition (2020 - 2022)

Publications

PUBLICATIONS

- **Sparkling a Movement, Not a Moment: Framework and Outcomes from a Pediatrics Department-Wide Coalition to Advance Anti-Racism: Running Title: Pediatrics Department Coalition to Advance Anti-Racism.** *Academic pediatrics*
Yemane, L., Ramirez, M., Guerin, A., Floyd, B., Okorie, C. U., Ling, W., Addala, A., Figg, L., Talley, E. M., Chamberlain, L.
2022

PRESENTATIONS

- Responding to Microaggressions in the Clinical Setting - Neonatology Fellows