One of the Residential & Dining Enterprises (R&DE) Core Values is valuing and embracing diversity, equity, inclusion and belonging (DEIB). Under the leadership of Senior Associate Vice Provost and Senior Adviser to the Provost on Equity and Inclusion Dr. Shirley Everett, R&DE is recognized as a campus leader in DEIB and supports the university’s IDEAL initiative. R&DE Stanford Hospitality & Auxiliaries advances Dr. Everett’s vision by supporting the diverse needs of the students and the campus community and by empowering and supporting its diverse staff.

The Stanford Hospitality Affiliate Committee was created to ensure that all members of the Stanford Hospitality community feel they belong, they are supported, and they have broad access to all the opportunities and benefits in Stanford Hospitality. The committee reports directly to Eric Montell, Assistant Vice Provost for Stanford Dining, Hospitality and Auxiliaries and is charged, among other things, with:

• Creating an affiliate committee that meets monthly and is in alignment with the R&DE vision, mission, mantra, core values and DEIB priorities;
• Collaborating with staff of all cultures, races, abilities, skill sets, and backgrounds to address friction points and promote a community where everyone feels included and empowered;
• Helping to establish new DEIB procedures for Stanford Hospitality, with a focus on designing, building and maintaining a program of inclusivity and equity for our staff community;
• Working with the Training and Development team help to implement DEIB curriculum during meetings for all layers of the organization, including bargaining unit staff, managers and supervisors, and Stanford Hospitality senior leadership. Topics covered include Defining, Recognizing and Overcoming Microaggressions, Allyship in the Workspace, Understanding Unconscious Bias and Encouraging Safe Spaces;
• Collaborating with other R&DE DEIB committees, Stanford Dining, Hospitality & Auxiliaries leadership, R&DE HR and using materials from IDEAL and other DEIB resources.