
University of Washington School of Medicine

SB 5228 Report 2022

In 2021, the Washington State Legislature enacted a law addressing disproportionate health outcomes by building a foundation of equity in medical training. Pursuant to [RCW 28B.10.699](#), UW School of Medicine has developed the following goal.

Goal: The University of Washington School of Medicine will strive to produce graduates that reflect the diverse population of the state of Washington with a special focus on populations that are underrepresented in the medical profession.

Method: The School of Medicine deploys a series of strategies to meet this goal. Activities, programs, and events related to these strategies in 2022 include:

I. Targeted education and outreach

- A. To premedical advisors
 - 1. [Bi-annual Premedical Advisors Conference](#) – Admissions to host in 2023
 - 2. [Up-to-date listserv to share updates](#) – routinely updated, shared information regarding events and relevant changes to admissions requirements/process in messages sent in 2022. Currently reaches more than 450 people.
- B. To premedical students/families
 - 1. [Center for Workforce Inclusion and Healthcare System Equity \(WIHSE\)](#) - The center for Workforce Inclusion and Healthcare System Equity (WIHSE) is a new program within the [Office of Health Care Equity \(OHCE\)](#) led by Dr. Estell Williams (she/her). The goal of this program is to increase diversity in the health professions by offering programming to Kindergarten to Postbaccalaureate students from underrepresented backgrounds.
 - a) **Shadowing:** WIHSE has strengthened the relationship between the UWSOM and UW Primary care. We have developed a tool to streamline shadowing requests,

they served as our first shadowing site for UDOC (see below) this past year and we have worked with them in placing student MAs into their programs for additional skill building.

- b) **WIHSE Advisory Board:** WIHSE created and held 1 advisory board meeting with 8 experts in workforce development including representation from dentistry, Fred Hutch, and HMC. WIHSE will be developing a student-led advisory board in the coming year.
- c) **UDOC (High School):** After a hiatus of 10 years, a new set of high school students was introduced to the health professions. Recruitment efforts resulted in over 150 applicants from high school juniors throughout the state of Washington. The program accepted 12 students who lived on campus for 2 weeks. Participants were taught math 4 times a week utilizing an unorthodox method centered around toys. They were also introduced to biology through a community college professor who took them into the lab and led a session on frog dissection. Like Dare to Dream, students were introduced to a variety of health professions through hands on activities. Some of the students also joined SHPEP students on the trip to Mount Rainier.
- d) **Doctor for a Day (K-12):** The purpose of Doctor for a Day is to provide outreach to youth of color. Because virtual programming was offered, a larger audience from across the state of Washington was reached. Doctor for a Day events are centered on providing hands-on activities around a variety of themes: dermatology, cardiology, and mental health, etc. Anesthesiology was the last monthly offering of the academic year and offered using a hybrid format in the WISH lab. Approximately 60-100 students attended each of the 8 monthly events. **Dare to Dream Health Professions Academy (High School):** WIHSE partnered with the UW Office of Minority Affairs and Diversity (OMAD) to offer a variety of activities across the health professions to high school migrant students in Washington state who are interested in health careers. For the 3rd year in a row, UW collaborated with WSU to virtually introduce 30 students over 2 weeks to dentistry, nursing, medical laboratory sciences, pharmacy, social work, genetics, physical and occupational therapy and prosthetics, and public health. A case study using COVID was woven throughout the program to highlight how the different health professions would approach the health crisis.
- e) **SHPEP (College):** One of OHCE's largest commitments is managing the Summer Health Professions Education Program (SHPEP). Because of the pandemic, the UW-SHPEP program was offered 2 weeks virtually and 4 weeks in person. The 80 scholars who expressed an interest in dentistry, medicine and public health took SHPEP instructor developed classes in biology, organic chemistry, and population health. SHPEP's goal is to strengthen the academic proficiency and career development of students underrepresented in the health professions and prepare them for a successful application and matriculation to health professions schools. This year, a document was introduced designed to walk students through the process of each component of the application process such as choosing schools they were interested in, reviewing GPA and MCAT/DAT/GRE scores that result in a successful matriculation, community service and shadowing experiences. The program continues to work with a regional advisory board to assist with recruitment and programmatic review.
- f) **AFERM (Medical School Applicants):** The Alliance for Equal Representation in Medicine is a group of students and faculty at UWSOM dedicated to increasing diversity in medical education with the purpose of graduating representative

- physicians for all patients and communities. AFERM coordinates 2 distinct programs – Mock Interview Program provides mock interviews and coaching for underrepresented or disadvantaged applicants invited to interview at UWSOM. Mentorship Program provides longitudinal mentorship for premedical or post-bac students in the greater Seattle area by pairing them with medical student mentors and offering networking events and workshops. The Spokane Foundations site (Gonzaga campus) now has an AFERM group.
- g) More information about OHCE impact can be found in their [Annual Report](#).

2. [Public presentations](#) and opportunities hosted by Admissions Team
- a) **Admissions advice sessions**
- *Advice from Admissions*, May 2022 (webinar)
 - *E23 Essentials*, April 2022 (webinar)
- b) **Second Look** -Virtual event for accepted applicants to explore UWSOM further
- c) **Admissions drop-in sessions** – 47 appointments scheduled
- d) **Inside Admissions** Session (co-host with UW Alumni), February 2022 – 584 RSVP (Webinar)
3. Admissions staff/dean attendance/presentation/provide supportive materials at premedical conferences/workshops/summits
- a) Alaska health Education Summit (virtual) – March 2022
- b) UW Health Seminar class presentation – March 2022
- c) OHSU/UW/WSU/UC Davis American Indian/Alaska Native Premedical Workshop – April 2022
- d) Northwest Career Path Summit – April 2022
- e) Multicultural Association of Pre-Health Students Admissions Workshop – April 2022
- f) UW Community College Advising Conference presentation – April 2022
- g) UW Native American Student Day table – April 2022
- h) Asian American Panel Discussion – May 2022
- i) UW-Tacoma Admissions presentation – May 2022
- j) INSIGHT presentation – June 2022
- k) WSU RISE (Re-Imagine Indians into Medicine) Summer Academy – June 2022
- l) AAIP (Association of American Indian Physicians)/ANAMS (Association of Native American Medical Students) – Annual Meeting and National Conference, August 2022
- m) Summer Health Professions Education Program presentation – July 2022
- n) Seattle Children’s SCRI Summer Scholars Program presentation – August,2022
- o) UW Health Sciences Center for Minority Students Program presentation – September 2022
- p) AAMC (Association of American Medical Colleges) – Virtual Fair, Oct 2022
- q) Tacoma Community College Presentation – October 2022
- r) Gonzaga Pre-Health Admissions Panel – November 2022
- s) UW-Tacoma Admissions Presentation – November 2022

II. Targeted Recruitment

- A. Lowering historical barriers to applying to medical school
1. Optional MCAT during pandemic (2021, 2022)
 2. Secondary Application fee waived during pandemic (2021, 2022) and waived for 2023
 3. Virtual Interviews during pandemic (2021, 2022) and continuing in 2023

- B. WIHSE Center recruitment efforts
1. [Medical Student Diversity Clerkships](#): The development of medical student diversity clerkships has emerged as a key strategy for increasing the diversity of residency and fellowship programs at the UWSOM. Diversity clerkships are funded opportunities for fourth year medical students from underrepresented groups to spend 4 weeks at the UW in a clerkship offered by the sponsoring department or division. Students are invited to apply and are selected for their likelihood of matching into the sponsoring program. In many cases, students successfully completing a diversity clerkship are highly ranked by the program. To date, the UWSOM offers over 14 diversity clerkships from some of the school's largest residency programs: Pediatrics; Internal Medicine; Surgery; Family Medicine; Radiology; Psychiatry and Behavioral Sciences; Emergency Medicine; and Infectious Departments invite between 2-5 students to participate annually. A Sub-Internship brochure detailing the specific programs is distributed to national medical schools and the LMSA and SNMA conferences.
 2. [UW NURF](#) (Residents/Fellows): The UW NURF (Network of Underrepresented Residents and Fellows) was established in 2010 as a resident retention and faculty pipeline program. NURF is co-sponsored by OHCE and the Office of General Medical Education (GME) and supported administratively by OHCE. The mission is to: promote cultural diversity in medicine through community involvement, mentorship, professional networking, cultural humility education, and recruitment of underrepresented minorities in medicine (URM). UWNURF leadership held 2 successful diversity residency recruitment events with RSVPs from over 800 and 500 potential applicants respectively. During these events they held panel discussions followed by breakout sessions with individual departments encouraging potential applicants to ask department specific questions. These 2 events were followed by a Second Look event. The Diversity Lecture series theme this past year was intersectionality. It began with a strong opening lecture by Edwin Lindo, JD followed by lectures by Jules Peterson, who discussed race and gender in the clinic. Another session focused on transgender health and nutrition. UWNURF continued its partnership with the Harborview Medical Center's House staff Quality & Safety Committee (HQSC) to host an event that included Dr. Rachel Issaka, Dr. Jason Deen, and Dr. Jonathan Kanter. UWNURF collaborates with UWSOM medical students monthly to bring Doctor for a Day (DFAD) events to underrepresented middle and high school students in underrepresented communities and have started to offer mentoring opportunities to medical students. Our UWNURF participants continued to recruit at events including LMSA, SNMA and AAIP.
 3. [Committee for Minority Faculty Affairs \(CMFA\)](#): The Committee on Minority Faculty Advancement (CMFA) was established in 2011 by a group of minority faculty at the UWSOM with support from the Dean. This group of UW URM faculty and affinity members oversees multiple activities. This past year the committee was largely focused on revamping its bylaws. CMFA extended financial support to send 2 faculty to the AAMC Leadership Conference. Dr. Scott Ramsey and Dr. Chris Li were both the Minority Faculty Mentoring Award joining previous esteemed awardees. Although the pandemic put a damper on most in person events, CMFA did bring the community together in person several times during the year.
- C. Admissions Support Program: This program was developed to improve support for underrepresented applicants throughout the pre-interview and decision-making phases of the admissions cycle. The program was founded by two students in the UWSOM Latino Medical Student Association (LMSA), with support from the Office of Admissions and OHCE as part of our school's efforts to increase diversity. Participation is voluntary and includes pairing with a current medical student for suggestions about interviewing, point of contact and support to answer questions.

- D. Focused sessions during Second Look event for accepted applicants were created and hosted by current medical students, programs, staff, and faculty including:
 1. “Chat with URiM and/or Disadvantaged Students”
 2. “Chat with Southeast Asian MS4s”
 3. “Being BIPOC and/or Underrepresented in Medicine”
 4. Pathway Programs at UWSOM hosted sessions/booths including Indian Health Pathway, LatinX Pathway, Underserved Pathway, Black Health Justice Pathway, LGBTQ Pathway, Global Health Pathway
- E. Partner with Office of Health Care Equity to do outreach to accepted applicants: all accepted URiM applicants are contacted by URiM faculty for recruitment, community building.
- F. Student Affinity Group facilitation of events for accepted applicants: affinity groups are invited to host events around *Second Look*.

III. Student support/retention

- A. Financial Support
 1. Tuition Waivers: The UW Provost provides 5 Washington resident and 10 out-of-region resident tuition waivers per year for UWSOM matriculants to incentivize highly desirable applicants who will bring unique diversity and experience to the class. For 2022, 10 Washington residents received ½ tuition waiver and 8 out-of-region applicants accepted tuition waivers.
 2. Incentive Scholarships: The admissions dean works with [UW Medicine Advancement](#) to identify highly desirable candidates to receive scholarships available through generous gifts specifically designated for specific targeted groups. In 2022, 5 awards for \$20,000 annually up to 4 years were granted.
- B. Personal/Professional Development
 1. [CUSP \(Community-focused Urban Scholars Program\)](#): Community-focused Urban Scholars Program (CUSP) is a comprehensive approach to diversifying the UWSOM student population and addressing WWAMI’s urban underserved physician workforce shortage through community-based medical school training. The goal is to develop a workforce of diverse physician leaders in under-resourced urban communities in the WWAMI region through a full circle program that fosters *and* supports qualified students through mentorship and professional development, population health training, service learning, and urban clinical experiences. CUSP aims to recruit students from urban underserved communities, train them in population health and health equity, tailor their clinical experiences for maximum exposure to urban underserved care, and send them back to Washington communities as physicians. Core to the mission is nurturing the talents of students from underrepresented backgrounds by creating an ecosystem of support that offers mentorship, tailored programming, and professional development.
 2. Affinity/Student Groups
 - a) URiM (UnderRepresented in Medicine) – Gonzaga Campus
 - b) QMed (Queer Medical Student Association)
 - c) SEDI (Students for Equity, Diversity, and Inclusion) – Gonzaga Campus
 - d) ANAMS (Association of Native American Medical Students)
 - e) SNMA (Student National Medical Association)
 - f) LMSA (Latino Medical Student Association)
 - g) APAMSA (Asian/Pacific Islander Medical Student Association)
 - h) TDCIG (Trans & Gender-Diverse Care Interest Group)
 - i) AFERM (Alliance for Equal Representation in Medicine)
 - j) MSDCIA (Medical Students with Disabilities and/or Chronic Illnesses and their Allies)
 3. Mentorship

- a) AFERM (The Alliance for Equal Representation in Medicine)
 - b) Pathways Programs
 - 4. New Assistant Dean for Equity and Medical Student Engagement: Search committee formed, candidates reviewed and interviewed in 2022. Selection to be completed early 2023.
- C. Academic Support
 - 1. Pre-Matriculation Program: The Office for Academic, Rural and Regional Affairs and the Office for Healthcare Equity sponsor a summer Pre-matriculation Program (PreMat) for medical students in Washington, Wyoming, Alaska, Montana, and Idaho who have backgrounds underrepresented in medicine and/or who have been away from an intensive academic program for two or more years. Held July 5-8, 2022, with 47 participants.
 - 2. Pathways Programs: Recognizing that many students have a desire to work with underserved communities, the school has created six Pathways giving students the opportunity to pursue a particular interest and develop knowledge and skills specifically tailored to working with underserved communities domestically and abroad.
 - a) Indian Health Pathway – 15 graduates
 - b) LatinX Pathway – 13 graduates
 - c) Global Health Pathway – graduation information unavailable
 - d) Underserved Pathway – graduation information unavailable
 - e) LGBTQ Pathway – 11 graduates
 - f) Black Health Justice Pathway – admitted first class of 5 in 2022

IV. Collaboration and communication among entities within the School of Medicine, UW medicine and the University of Washington

- A. Recruitment from CMFA (Committee for Minority Faculty Advancement) and NURF (Network of Underrepresented Residents and Fellows) for Admissions Committee members
- B. Admissions Committee training, process development and quality improvement regarding diversity, equity, inclusion
 - 1. All-day retreat for Executive Committee, summer 2022 including session on bias
 - 2. Admission committee orientation including session on bias
- C. Tribal Liaison: The liaison strives to build and maintain strong relationships with Tribal governments, Urban Native communities, and other relevant communities, and does outreach to Native students at primary and secondary schools, Tribal colleges, and Universities. The liaison works within the Washington, Wyoming, Alaska, Montana, and Idaho region (WWAMI region), while also assisting with outreach for the WWAMI Foundational sites with the goal to increase American Indian and Alaska Native enrollment of students successfully into and through medical school. The liaison also supports various aspects of implementing the Indian Health Pathway working with the Program Director for Multicultural Education described in the OHCE Pathway Program section.
- D. Partnership with HBCU, Howard University for MSTP (Medical Student Training Program – MD/PhD).
- E. Health Professions Recruitment Collaborative: Established in late 2016, this group of recruiters across the 6 health sciences schools meet monthly to talk about upcoming recruitment efforts on and off campus. Monthly guest speakers present information about their programs with the goal of finding areas of collaboration. Materials have been developed and distributed widely for high school students and early college age students with enthusiastic support from Admissions, OMAD and community colleges. Strong ties have been developed with the UW pre-health advisers as well as WWAMI wide undergraduate programs. Because of the pandemic, this group began to offer monthly informational sessions that have been attended by high school and undergraduate students as well as advisers. Our team has

provided informational sessions for UW Dawg Daze; Husky Preview Days, Admitted Student Preview Fairs and Transfer Days. We annually present information about the health professions at the UW Community College Conference. The group was also responsible for finding students and providers who could speak to middle and high school students who attended the virtual Sound Careers in Healthcare, a collaborative effort with HILT, WABS, AHEC and others. This program alone reached over 300 students. Outreach efforts reach over 10,000 students annually.

- F. [The Latino Center for Health](#): Established in 2014, the Latino Center for Health (LCH) is a state-funded interdisciplinary research center at the University of Washington. The center conducts community-engaged research through capacity building and authentic partnerships with community stakeholders to promote the health and well-being of Latinx communities throughout Washington State. The LCH also is investing in nurturing a culturally and linguistically responsive healthcare workforce that reflecting the diversity of Latinx communities in our state. To this end, the LCH collaborates with other state educational institutions and entities to promote the health professions to Latinx youth, offers scholarships for health professions students committed to improving the health of Latinx communities in our state, and offers internship and practicum experiences for UW health professions students interested in serving Latinx communities. The center is co-directed by Gino Aisenberg, PhD, MSW (School of Social Work) and Leo Morales, MD, PhD (School of Medicine).