

## EQUITY, DIVERSITY, AND INCLUSION AT UW AND UW MEDICINE

We support the principles and values of equity, diversity, and inclusion in our office culture and advancement strategies outlined below.

### DIVERSITY BLUEPRINT

<https://www.washington.edu/diversity/diversity-blueprint/>

The six goals from the 2022 – 2026 UW Diversity Blueprint are:

1. Cultivate an Accessible, Inclusive and Equitable
2. Attract, Retain, and Graduate a Diverse and Excellent Student Body
3. Attract and Retain Diverse Academic Personnel
4. Attract and Retain Diverse Staff
5. Develop Place-Based Education and Engagement to Advance Access, Equity, and Inclusion
6. Improve Accountability and Transparency at All Levels

UW Medicine Advancement supports these goals through our office practices and fundraising for healthcare equity, School of Medicine students, and faculty.

### UW AFFINITY GROUPS

UW has several affinity groups aimed at connecting employees with each other to discuss issues of race, gender, sexuality, and other common interests.

- [Asian & Pacific Islander American Association](#)
- [Black Association](#)
- [Gay, Lesbian, Bisexual, Transgender, Queer Association](#)
- [Latinx Association](#)
- [Native Association](#)

For more information, please contact **Simone Willynck**, Manager, Office for Faculty Advancement, at [staffdiv@uw.edu](mailto:staffdiv@uw.edu). Affinity groups are jointly sponsored by the Leadership, Community and Values Initiative and the Office of Minority Affairs & Diversity.

### UW MEDICINE AFFINITY GROUPS

UW Medicine has occasional affinity group meetings posted on The Huddle.

Please see their events page for upcoming Zoom gatherings:

<https://huddle.uwmedicine.org/events/>

## EQUITY, DIVERSITY AND INCLUSION AT UW MEDICINE ADVANCEMENT

UW Medicine has established anti-racism as a core value and is committed to identifying policies and practices within UW Medicine that perpetuate structural racism and healthcare disparities. UW Medicine Advancement has an important role to play in both securing the funds to support the organization's equity, diversity and inclusion (EDI) priorities and addressing racism within our office's culture, policies and practices. To contribute to the organization's goal of being an anti-racist organization, we will focus on and build upon the following efforts:

### IN FUNDRAISING

- FOR THE UW SCHOOL OF MEDICINE:** Over the past decade, our office has partnered with the School of Medicine to help increase representation and equity in healthcare through support for student scholarships and for educational programs that provide students opportunities to focus on healthcare for underserved and underrepresented populations. These programs include pathways, targeted curriculums, service-learning programs, outreach and educational experiences and pipeline programs. The Education Team will continue fundraising for these priorities as well as for support for the new Black Health Justice Pathway.
- FOR THE OFFICE OF HEALTHCARE EQUITY:** UW Medicine's Office of Healthcare Equity (OHCE) (<https://depts.washington.edu/hcequity/>) was founded in 2020 and is led by Paula Houston. UW Medicine Advancement works in close partnership with Paula and will support their strategies and intended impacts for UW Medicine.

Their [Healthcare Equity Blueprint](#) identified key areas of clinical improvement to better meet the needs of marginalized communities. Working with our health system partners, we have raised critical funding to increase access to retinopathy cameras, colorectal screenings, hypertension care, diabetes care and COVID-19 testing and for the creation of the UW Medicine Transgender and Gender Non-Binary (TGNB) Care Program. UW Medicine Advancement works closely with Dr. Paula Houston as head of the Office of Healthcare Equity on identifying fundraising opportunities to advance healthcare equity.

[Equity, Diversity, and Inclusion Foundational Trainings](#) - OHCE offers a quarterly, three-part training series to UW Medicine staff on the following priorities which is a required training for UW Medicine Advancement staff to attend. Jess Wang will share the invitations to the next training series.

- Identity, Privilege, Intersectionality
- History of Race and Racism in Science and Medicine
- Gender and Sexual Diversity

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- Social Determinants of Health
  - Interrupting Bias and Microaggressions
  - Awareness to Action
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- **FOR ALL BEATS:** In cases and proposals, we should highlight the work being done to understand and address healthcare disparities in our programs, initiatives and research. The Communications Team has updated the [case template and questions](#) to support this effort. In addition, if you have prospects interested in supporting the School of Medicine's EDI priorities or those of the Office of Healthcare Equity, please partner with your colleagues in those beat areas and Natalie Rasmussen who can share best practices and approved language.

## IN OUR OFFICE

UW Medicine Advancement's EDI Committee works to advance EDI in our office culture and practices. The committee meets bimonthly and is open to all UW Medicine Advancement staff.

In the past, the committee:

- Held a quarterly book club to promote discussions about EDI and healthcare
- Implemented changes to our recruiting process, including training interview panelists on minimizing bias and promoting job openings on a diverse range of professional networks
- Added resources for new employees during the onboarding process, including a pronoun infographic and information on affinity groups in the greater UW and UW Medicine community
- Hosted a microaggressions training for our staff
- Conducted an all-staff survey to inform goal setting in areas of recruitment and retention strategies, training opportunities, and collaborative information sharing within UW Medicine Advancement and our partners across UW.

## IN OUR VOLUNTEER COMMITTEES

Ensuring racial and cultural diversity in volunteer committees is critical to our work and to the success of UW Medicine. We recognize we have a lot of room for improvement in this area. We are committed to intentionally and proactively building trust and relationships in communities of color and ensuring that our volunteer fundraising, advisory and campaign committees reflect the racial and cultural diversity of our community.

## IN UNIVERSITY ADVANCEMENT

UW Medicine Advancement is one of many department constituents that report to University Advancement (UA) which oversees UW-wide development.

<https://depts.washington.edu/uwadv/diversity/>

Our partners at University Advancement (UA) help ensure that diversity, equity and inclusion is a core and natural part of the advancement activities we perform to support UW. Their website offers guidance and helpful tools.

**Leilani Lewis** is Director of Diversity, Equity, and Inclusion at UA who coordinates speakers and training opportunities, and ensures DEI principles and best practices are incorporated into all of University Advancement's processes and strategies. She also leads the [Equity Council](#) made up of volunteers across University Advancement (including UW Medicine Advancement) through an application process that focuses on emerging priorities and strategies to implement them.

Please look out for events and training opportunities from University Advancement.

## RESOURCES FOR CONTINUED LEARNING

- **UW Medicine's Office for Healthcare Equity:** Visit the [Office for Healthcare Equity website](#) to review the Healthcare Equity Blueprint, explore toolkits and resources, review annual reports and more.
- **UW Race and Equity Initiative:** The Race and Equity Initiative maintains this list of [anti-racism resources](#) for all who would like to gain a deeper understanding of historical and present-day manifestations of racism in the United States.
- **I-200 and Gift Agreement Language:** I-200 "prohibits government from discriminating against or granting preferential treatment to individuals or groups based on race, sex, color, ethnicity, or national origin in public employment, public education, or public contracting." However, we can:
  - Support existing UW diversity programming (i.e. LGBTQ Pathway)
  - Promote diversity through racial- and gender-neutral selection criteria (socio-economic disadvantage, first in family to go to college, personal experience with diverse cultures)
  - Faculty Funds: "Individuals who are committed to diversity-related work and whose record of research, teaching, service, and/or outreach reflects a commitment to diversity and equal opportunity"

- Serving healthcare needs of specific populations: Asian health, Native American communities