

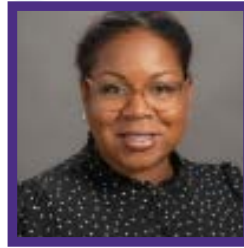
JEDI NEWSLETTER

January 2026

Fall/Winter 2025



WELCOME MESSAGE



Welcome to the Fall/Winter edition of the JEDI Newsletter, a semiannual publication highlighting activities and initiatives undertaken and supported by our JEDI Committee, as well as DEI activities of DLMP members. We hope you enjoy reading a recap of the year's activities and a preview of what we have planned for 2026.

Nicole & Fabienne



2026 JEDI AWARDS

Presented at DLMP's Employee Recognition Ceremony during Lab Week (April 19-25, 2026), the JEDI Awards, now led by Ella Sam, recognize individuals or teams within DLMP who go "above and beyond" to exemplify commitment and dedication to our department's mission of Justice, Equity, Diversity, and Inclusion (JEDI).

- **February:** Nominations open all month
- **March:** Selection of nominees
- **April:** Recognition of Award recipients

As a reminder, individuals and teams are eligible for consideration. Self-nominations are encouraged. The DEI section of nominees' CVs will be used as supporting evidence of engagement.





ACGME EQUITY MATTERS UPDATE: AN EARLY END, ENDURING INSIGHT

A team from DLMP was selected through a competitive process to participate in ACGME's Equity Matters, an 18-month learning and process improvement program that provided insights, approaches, and strategies to support efforts to increase the physician workforce and build safe and inclusive learning environments to improve health equity for all.

Unfortunately the Equity Matters program was discontinued in September due to changes in federal directives and organizational policies.

The team had entered the program with two capstone projects:

Beyond Pathology Lending Library: Already launched through JEDI, planned enhancements through Equity Matters included structured feedback mechanisms and outcome measures to better assess knowledge acquisition, engagement, and behavioral change.

Pathways to Pathology: A Framework for Early-Career Outreach: This project proposed an adaptable framework for outreach events. Importantly, this work has already resulted in a successful pilot during the UW Undergraduate Research Day earlier this year, which was highlighted in our previous newsletter.

While the Equity Matters program itself has ended, the team has gained valuable background knowledge, data, and frameworks related to marginalized communities in medicine and health care, structural inequities, and health disparities. This experience will continue to shape our approach to education, outreach, and equity-focused work within DLMP.

DLMP's team consisted of Drs. Fabienne Lucas (team lead), Kareem Hosny, Nicole Jackson, and Anna Scott.





JEDI INITIATIVES



JEDI SCHOLARS COLLECTIVE



Dr. Aanand Patel is the JEDI Scholars Lead. The Scholars Collective meets every 4 months. All are welcome to join!

The JEDI Scholars Committee held our first Scholars Collective, an informal gathering to discuss research related to equity, diversity, and inclusion. We had a fantastic discussion about what we're working on and what we hope to achieve. We will hold our next meeting in the spring and look forward to continued discussions and collaborations.



JEDI Scholars inquiries can be sent to **dlimpresearch@uw.edu** and/or you can join our Teams channel – **[og_dlimpresearch](#)**.



DIVERSITY AND EQUITY GRANTS

This Winter, under our JEDI Scholars Committee, we are reinstating our Diversity and Equity Grants, with the goal of encouraging primary faculty to engage in research aimed at identifying and reducing health inequities and promoting diverse teams. Further details will be provided in the announcement, set to launch with the call for other departmental small grants in the upcoming weeks.

**STAY
TUNED!**



STAFF SUBCOMMITTEE: BYSTANDER INTERVENTION TRAININGS

The UW Medicine Office of Healthcare Equity and the DLMP JEDI Staff Subcommittee collaborated to host two in-person Bystander Intervention Trainings at HMC and UWMC in early November 2025. These trainings were open to all within DLMP and emphasized:

**The role of bystanders in fostering inclusion.
Addressing barriers to effective intervention.
Teaching five key strategies.**

The sessions were tailored to the needs of DLMP employees and also covered skills we can all use in our daily lives beyond the workplace.

The training defines a "bystander" as "a community member who takes action and provides support in a moment of need" and illuminates how bystanders are essential to fostering a sense of inclusion and belonging for everyone, including those marginalized by an aspect of their identity. Participants had a chance to think through and discuss with each other how they might respond to scenarios tailored to our roles in the DLMP.

We are looking forward to facilitating similar workshops in the future.

SUBCOMMITTEE MEMBERS



Aral Griffen



Rose Anderson



Kelly Phan



Kamelia Sarwary



Heather Eggleston

Not pictured: Kim Garner, Casey R Leaf, Kat Forrest



RECAP: HUMANS OF SCIENCE (HOS)



HoS is a recurring, rotating meet-up throughout the academic year open to all Research and Clinical DLMP trainees. It is an open discussion with a guest from the UW biomedical research faculty at large (clinical, basic, translational) who shares who they are, what they do, and how their unique identity has shaped and challenged the ways in which they navigate a successful scientific career.



Shyanne King

HoS is led by Shyanne King (M3D graduate student) and supported by Dr. Mariya Sweetwyne (faculty). Suggestions for speakers are always welcome!



Mariya Sweetwyne

Dr. Mariya Sweetwyne (DLMP) and Shyanne King (M3D PhD candidate) started a program called Humans of Science to help biomedical trainees (pre-graduate and graduate students, post docs, residents and fellows) find real world examples of how other researchers managed to build a successful scientific career through the lens of identity. The impetus for starting this program was based on their lived experiences of having seen ever less diversity as they moved up through their training career stages. Each meeting features a Guest Human from the UW biomedical research faculty at large (clinical, basic, translational) who shares who they are, what they do, and how their unique identity has shaped and challenged the ways in which they navigate a successful scientific career. These monthly meet-ups are intended to broaden the access of biomedical trainees to senior faculty of diverse identities and research/clinical career paths in the UW community and beyond.



RECAP: HUMANS OF SCIENCE (HOS)

2025 RECAP



1/31/25

Myron Evans II,
PhD



2/28/25 and 10/14/25

Justin Bullock, MD



3/28/25

Neel Dey, MD



4/25/25

Jennifer Nemhauser,
PhD



5/30/25

Dana Miller, PhD



12/8/25

Elizabeth Nguyen,
MD, PhD



2026 PREVIEW



1/12/26

Myron Evans II,
PhD



2/9/26

Sita Kugel, PhD

Location: UW SLU



3/9/26

Daniel Blanco-Melo,
PhD

Location: UW SLU

4/13/26 and 5/11/26 HoS will be held at UWMC
with Guest Humans TBD.



ANNOUNCEMENT: FUNDING OPPORTUNITY



CAREGIVERS IN CONFERENCE AWARD



This Fall, we updated and reintroduced our Caregiver in Conferences (CIC) Support Award to support DLMP trainees and early junior (instructor/acting) primary faculty members with familial caregiver responsibilities in attending conferences and professional training.

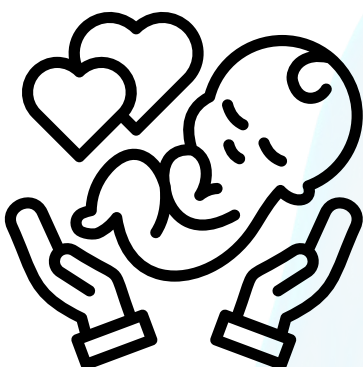
- **Up to \$500 for local conferences**
- **Up to \$1000 for regional conferences**
- **Up to \$2000 for national/international conferences**

We are committed to funding up to 10 individuals every academic year, on a first-come, first-served basis, once other funding sources have been exhausted.

In recognition that family care encompasses a diversity of needs, this award will support a broad range of family care costs, such as:

- costs for additional daycare/after-school care
- airfare to bring a dependent child +/- an alternative caregiver
- night care costs of any dependent, including adults and the elderly
- fees for shipping breast milk or other needed items

To apply for the CIC Award, please see our **PDF** outlining instructions. For questions, please contact Nicole Jackson (nicjack@uw.edu) and Kelly Phan (kephan@uw.edu).





RECAP: HUSKY SCIENCE COMMUNICATION INITIATIVE (HUSCI)

HuSCI Upcoming Winter 2026 Outreach

Since its establishment in 2020, the Husky Science Communication Initiative (HuSCI) has brought together scientists from the University of Washington, Fred Hutchinson Cancer Center, and Seattle Children's Research Institute who are passionate about scientific outreach and equity. These students and staff have been integral to the HuSCI mission of helping young students from diverse backgrounds build scientific curiosity and maintain an interest in STEM subjects.



Looking forward to the new year, we are excited to return to Denny International Middle School partnering with science teacher Jordyn Jackson.

to guide students through a hands-on, hypothesis-based scientific activity related to their current curriculum. With the help of committee member

Genevieve Kunis, who designed the lesson plan, we will stimulate the transmission of an infectious disease and perform contact tracing in an activity titled Finding Patient Zero. We conducted this activity last year and it was a great success! Students worked together to evaluate the evidence of who became "sick" and successfully determined the origin of disease transmission. Throughout the activity, the volunteers helped the students rationalize their decisions and map the pathway of transmission. We discussed the difficulty of tracking disease with asymptomatic cases and asked the students how it related to their own experiences with the COVID-19 pandemic.

If you are interested in volunteering with HuSCI for this event or in the future, please reach out at

husciorg@gmail.com

or visit our website <https://husciorg.wixsite.com/husci>

CONGRATULATIONS CORNER



Congratulations to Paula Martinez-Feduchi for being selected for the 2025-2026 Phyllis Gutiérrez-Kenney Graduate Student Scholars Fellowship from the Latino Center for Health!!!

Diversity, Equity, and Inclusion

Diversity, Equity, and Inclusion assesses the different experiences, access to resources, and welcoming settings or culture for individuals who differ in personal and group characteristics.

4.29 out of 5

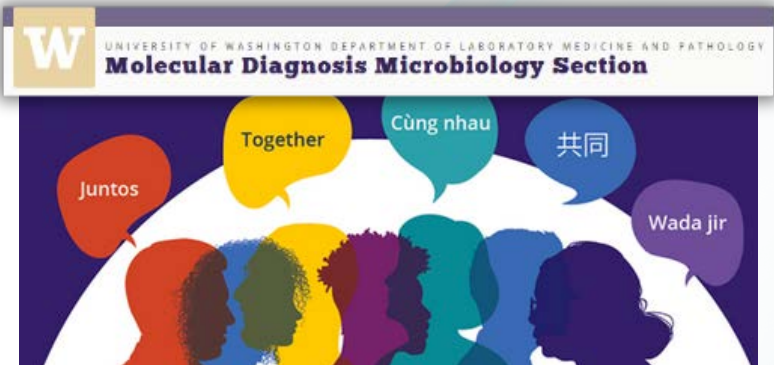
+0.19 vs. Overall Org Avg

+0.14 vs. Nat'l Healthcare (Employee) Avg 2025

+0.18 vs. 2024 Results

Dhruba SenGupta
Manager
Molecular Microbiology

Congratulations are also in order for the **Molecular Microbiology Laboratory** (Division of Infectious Disease Diagnostics) within DLMP!!! The 2025 Workforce Survey scores show that this group has performed better than the "organization average" with respect to the responses to the DEI-related questions from employees. The total number of employees in the lab is 43, and everyone participated in the Workforce Survey.



Items	Response Distribution			Mean Score	vs. Overall Org Avg	vs. Historical (2024 Results)
	Unfavorable	Neutral	Favorable			
The person I report to treats all employees equally regardless of their background.	2%	5%	93%	4.65	+0.38	-0.03
My coworkers value individuals with different backgrounds.	2%	5%	93%	4.39	+0.20	+0.15
This organization has an inclusive culture.	2%	10%	88%	4.29	+0.19	+0.35
I can be my authentic self at work.	7%	12%	81%	4.19	+0.16	+0.22
All employees have an equal opportunity for promotion regardless of their background.	5%	12%	83%	4.17	+0.25	+0.11
This organization demonstrates a commitment to workforce diversity.	7%	17%	76%	4.02	-0.10	+0.26



JEDI MEMBER ACCOLADES

Congratulations to the MLS program for securing an anonymous gift of \$50 million, which will cover tuition for the senior-year clinical rotations!!! A gift that will help expand program enrollment over the next decade. Max Louzon and JEDI Member Heather Eggleston have worked tirelessly to build a program that welcomes and supports students from nontraditional backgrounds. This gift will further their vision and work.



Congratulations to Shyanne King for being recognized as a Husky 100!!!



I am a dedicated advocate for diversity, equity, and inclusion in academia, driven by my experiences as a nontraditional, first-generation college student and my passion for translational cancer research.

I have embraced leadership roles at the University of Washington, co-authoring policies to improve accessibility in medical training and coordinating

Humans of Science, a support group designed to provide trainees with relatable examples of successful researchers navigating their careers through the lens of personal identity. Through my research and institutional advocacy, I am committed to advancing cancer therapies while fostering a more inclusive academic environment that empowers underrepresented voices in STEM. ”



DLMP DEI PUBLICATIONS AND PRESENTATIONS

On October 8th, Dr. Emily Glynn gave the 4th Annual Lee Jong Wook Memorial Lecture entitled "Closing the Diagnostic Gap: Strengthening Pathology and Laboratory Capacity in Resource-Limited Settings through Global Collaboration."

Lee Jong-wook was the 6th Director General of the World Health Organization, important for his efforts to treat AIDS in Africa and build capacity to prevent and track global pandemics such as SARS and avian influenza. He is remembered for his contributions to Population Health, his recognition of the importance of laboratory work, his calm disposition and wry humor, and his immense capacity for friendship and hard work.



Why Engagement is Personal: Strategies and Tools for Building Diverse, Equitable, and Inclusive Professional Societies

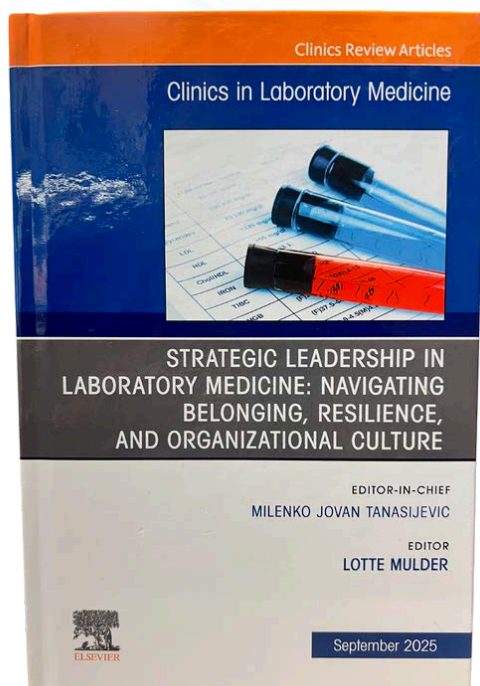


Earlier this year, Dr. Fabienne Lucas spoke at the American Association of Pathologists' Assistants Spring Meeting in a lecture entitled "Why Engagement is Personal: Strategies and Tools for Building Diverse, Equitable, and Inclusive Professional Societies".

Dr. Lucas, in collaboration with Dr. Lucas Black, founder of CytoLogic Solutions in the UK, also presented a poster at the annual ICCS meeting on "Gender Disparities in Cytometry Collaboration: A Longitudinal Publication Network Analysis (2004–2024)".



DLMP DEI PUBLICATIONS AND PRESENTATIONS



Drs. Lucas, Upton, and Jackson, with ASAP staff author Ryan Sole, authored an article in "Strategic Leadership in Laboratory Medicine: Navigating Belonging, Resilience, and Organizational Culture" on Leadership and DEI.

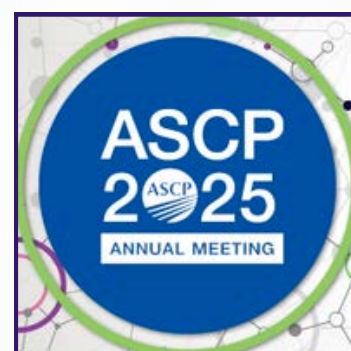


Clinics in Laboratory Medicine
Volume 45, Issue 3, September 2025, Pages 437-455



Leadership's Role in Paving the Path to Diversity, Equity, and Inclusion in Laboratory Medicine

In November, Dr. Jackson gave two platform presentations at ASCP 2025 in Atlanta, GA. In "Expanding our reach: Partnership in action," she shared obstacles and successes in establishing a cross-country, direct partnership with Meharry Medical College. "The role of pathology in examining health disparities among incarcerated populations" focused on her summer review with the SOM's Triple I program of the initial year of Washington's Unexpected Carceral Fatality Reviews, highlighting consistent underreporting of race and ethnicity data within our state's carceral facilities.



She also co-authored an Editorial on the importance of DEI in the medicolegal death investigation community, published in the December issue of *Am J Forensic Med Pathol*.



EDITORIAL

The Steadfast Importance of Belonging, Acceptance, and Intersectionality in Forensic Pathology and Death Investigation



OUTREACH

BRIGHT-UP



Seattle Children's Clinical Laboratory hosted its 3rd annual BRIGHT-UP tour. Students toured different clinical sections, and faculty presented lightning talks on research/unusual cases.



JEDI member Dr. Anna Scott is actively engaged in SCH outreach activities. Please contact her if you are interested in joining these activities.

BRIGHT-UP is the Biomedical Research Internship for Growth of High School Trainees from the Underrepresented Population. It offers high school students from underrepresented groups an opportunity to explore medical and health sciences as a career through a paid internship, providing hands-on experience and professional guidance.



SAVE THE DATE: SOUND CAREERS IN HEALTHCARE

On March 10th, UW's **Doctor for a Day** (DFAD) program, run through the Center for Workforce Inclusion and Healthcare System Equity (WIHSE), is collaborating with Sound Careers in Healthcare (SCIH) and Washington Alliance for Better Schools (WABS) for a mega-outreach event.

MARCH 10th
9 AM - 3 PM

Approximately 600-700 high school students from across Washington State will come to the UW Alaska Airlines Arena to participate in a fun-filled, full-day hands-on experiential learning event. Historically, DLMP participates through a combination of mini surgical pathology skin grossing, virtual microscopy, and preserved organ stations.



Drs. Danny Reiter and Nicole Jackson serve as Pathology Leads for DFAD events. Please contact them if interested in participating in any part of this event.





RESOURCES

IMMIGRANT LEGAL RESOURCE CENTER (ILRC)



The ILRC is a national non-profit that provides legal resources to support immigrants' rights.

On their website is a [link](#) to FREE print-at-home "Know Your Rights" red cards, which have rights printed in English and a language of your choosing.

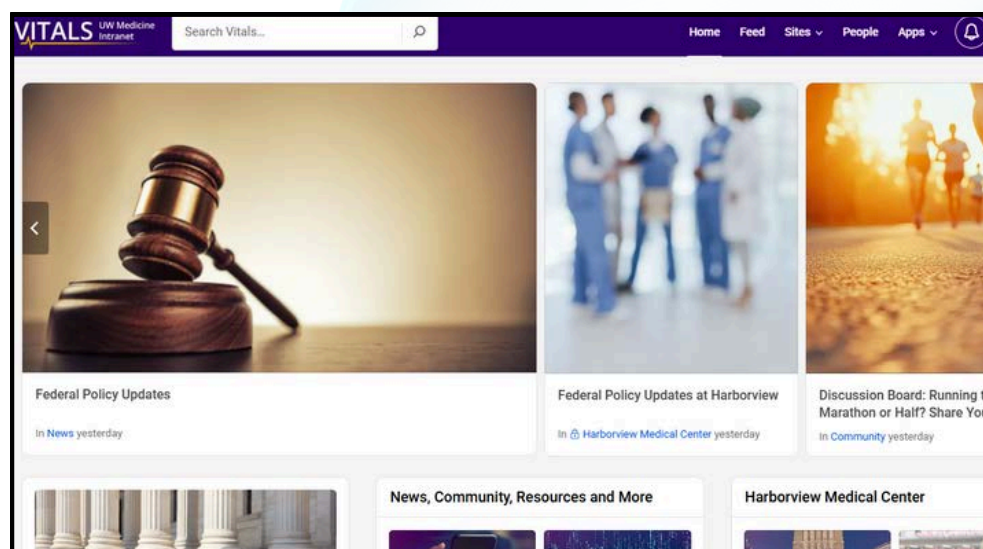


The JEDI Committee has purchased a large order of these cards across multiple languages and will be distributing them in the upcoming week throughout our department. Feel free to take as many as you like and distribute them throughout your communities – we are happy to order more.



UNIVERSITY OF WASHINGTON

We encourage everyone to stay current on updates from our institution to the best of their ability and capacity. UW's newly launched [Vitals](#) includes updates throughout our university, including those related to Federal policies.





BEYOND PATHOLOGY LENDING LIBRARY

In late 2024/early 2025, JEDI launched the “Beyond Pathology Lending Library” – the first of its kind and completely free collection of curated and donated books across various genres including DEI education, medical ethics, healthcare disparities, career and leadership development, fiction, personal development, and children’s and young adults’ books.

All sites are now active and can be found here:

- Hutch Building 825 (Lake Union campus), 7th floor, at the Hemepath faculty mailboxes
- Montlake NE 110 AP Offices, Resident Suite, in the Resident library
- Montlake NW 120 Lab Medicine Offices, in the Hemepath/Hematology cubicle
- Montlake NW 129 locker room
- Harborview NJB 2nd Floor Resident Room.



FAQS

Instructions to become a patron:

Everyone in DLMP is invited to register as a reader. This allows us to add you into our Libib library management system and provide you with your personal login link.

“What makes this library different from other DEI resources?”

It’s self-paced, free, and curated for our department. Titles range from children’s stories to advanced professional reads, all focused on antiracism, bias, and inclusion—no one-size-fits-all workshops here.

“Getting to a library site isn’t feasible—should I still register as a reader?”

Yes! Even if you mainly use e-books or audiobooks, registering keeps you in the loop for interesting reads, quarterly surveys, and DEI-related discussions. Think of it as joining a learning community rather than committing to in-person visits.

“How do I borrow and return a physical book?”

Visit any library shelf. On Libib, hit “Checkout”, selecting the barcode shown. When finished, drop the book at any site and text 614-867-3448 your name and/or the title so staff can mark it returned.

“Is there a borrowing limit or due date?”

No. Keep books as long as you need. Libib sends a friendly reminder after 30 days, but you set the pace.

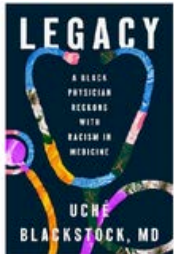
“How can I suggest books or share my experience?”

Chat with colleagues, complete the quarterly feedback survey, or email dlmplibrary@uw.edu. Your insights help shape future purchases and spark department-wide dialogue.



BEYOND PATHOLOGY LENDING LIBRARY BOOKCLUB

JEDI has launched a new way to connect, learn and discuss big ideas by pairing a book from our lending library with selected lectures offered within the UW Public Lecture Series:



Unpacking Legacy: From the Personal to the Systemic with Dr. Uché Blackstock
Town Hall Seattle
Oct. 9, 2025, 6:30 – 7:30 p.m.



Healthcare Where All Can Thrive: Advocating For Older LGBTQ Adults with Carey Candrian
Town Hall Seattle
Dec. 4, 2025, 6:30 – 7:30 p.m.



My Greatest Save with Briana Scurry
Town Hall Seattle
May 13, 2026, 6:30 – 7:30 p.m.

How it works:

1. **Attend a UW Public Lecture** (free, registration required, in person and streaming possible)
2. **Read the paired book** (copies available in the BPL collection, and from Seattle Public Library Branches).
3. **Discuss the ideas at our Bookclub.**

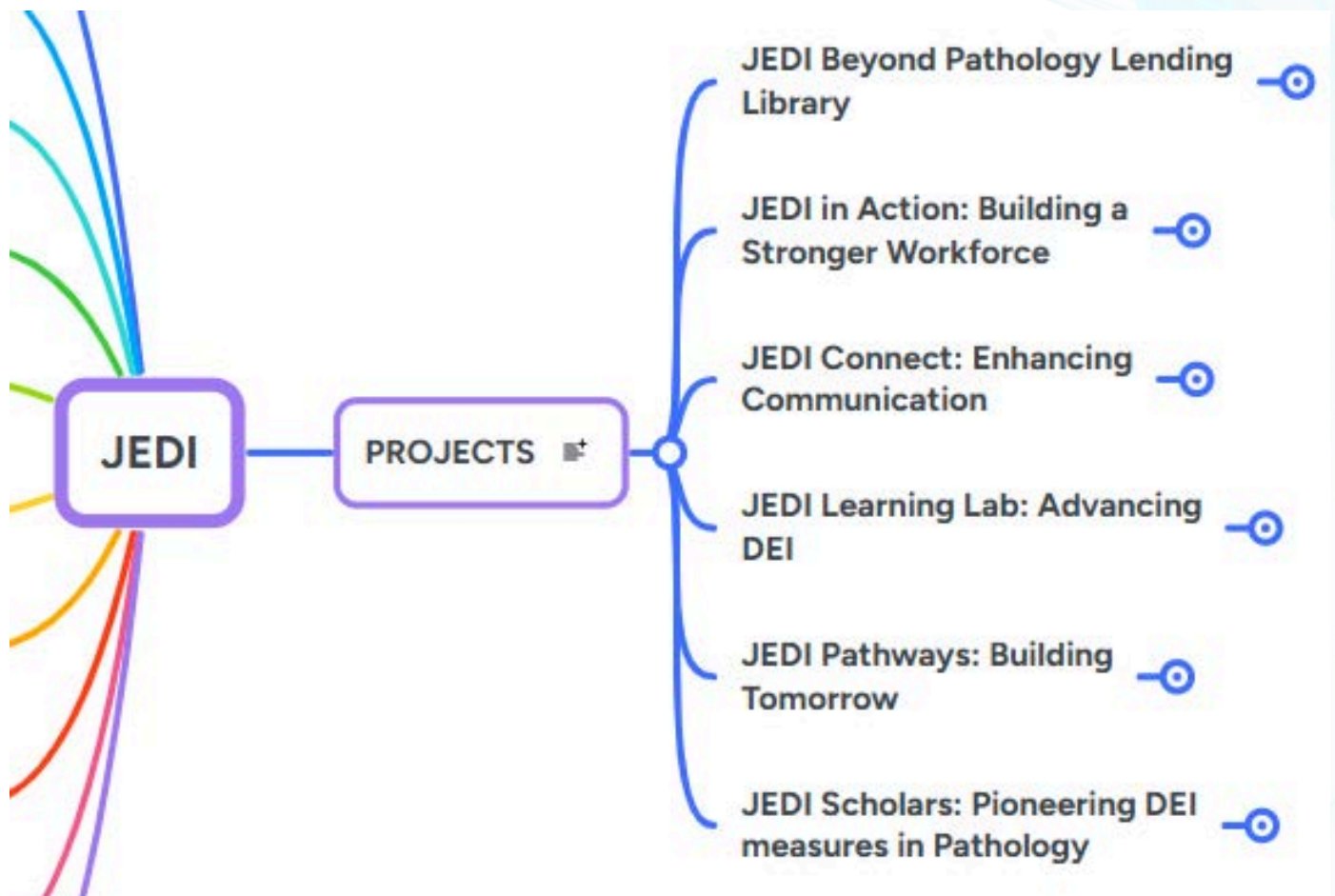
During our first bookclub, we had a wonderful time discussing “Legacy”, facilitated by Ella Sam:





JEDI STRUCTURE

JEDI is structured into projects, allowing people to join our Committee and be plugged into initiatives that align with their interests and skills. Each Project is headed by a Primary Lead and a Secondary Lead with support from additional JEDI Committee members.



Our [website](#) is regularly updated with [resources](#), institutional [events](#), our [Heritage Appreciation](#) campaign, and information pertaining to our [Lending Library](#). We welcome suggestions for improvement and additional opportunities and resources from our Department.

As a reminder, JEDI is open to all who are interested and willing to serve. For more information about the committee and/or our onboarding process, please contact Nicole Jackson (nicjack@uw.edu), Fabienne Lucas (fablucas@uw.edu), or Kelly Phan (kephan@uw.edu).

JEDI COMMITTEE

Rose Anderson; Program Coordinator
Maryam Asif, MD, MBBS; Assistant Professor
Anshu Bandhlish, MD; Clinical Instructor
Lucas Bjorkheim; Clinical Laboratory Technician
Devona Brewer; Lead Administrative Assistant
Kate Crawford; MD, PhD, Resident Physician
Heather Eggleston; Manager of Academic Services
Kat Forrest; Research Scientist
Stephanie Frazon, MS, PA(ASCP), SSBB; Assistant Teaching Professor
Kim Garner, MBA; Associate Director
Paz Gray, MD; Resident Physician
Aral Griffen; Manager of Operations
Maya Hatten-Beck; Research Scientist
Kareem Hosny, MD, MPH; Assistant Professor
Nicole Jackson, MD, MPH; Assistant Professor, Committee Chair
Sylvia Jang, MD; Assistant Professor
Shyanne King; M3D PhD Student
Casey Leaf, MS MLS (ASCP)CM; Chemistry Lead
Fabienne Lucas, MD, PhD; Assistant Professor, Committee Vice Chair
William M. Mahoney, Jr, PhD; Associate Professor
Rhonda Mittzenzwei, MD; Clinical Assistant Professor
Aanand Patel, MD, PhD; Assistant Professor
Kelly Phan; Program Operations Specialist
Ella Sam, MLSCM(ASCP); Medical Laboratory Scientist
Kamelia Sarwary, Doctorate & MS in Cybersecurity; CSS Supervisor
Melanie Shears, PhD; Research Assistant Professor
Anna Scott, PhD; Assistant Professor
Rebecca Treger, MD, PhD; Assistant Professor
Funda Vakar-Lopez, MD; Clinical Associate Professor