

JEDI NEWSLETTER

July 2026

Spring/Summer 2026



CHAIR'S WELCOME



Welcome to the third issue of JEDI's Newsletter, highlighting our recent activities, including out-

-reach, scholarly activities, and grants, developed and supported by our committee, as well as DEI-related activities of DLMP members.

As you know, the past several months have been characterized by national and international unrest,

violence, and trauma, at times impacting our own. In the midst of this uncertainty, I am incredibly proud of and impressed by this committee for fearlessly pressing on in the work that needs to be done now more than ever. For taking on additional work at a time when emotions are high and energy stores are low. And for taking rest when needed.

We hope you enjoy this recap of the academic year's activities and that they provide at least a slight reprieve from the chaos around us, if not some measure of invigoration or inspiration. To the best of our ability, we have tried to capture all activities, but recognize we might have inadvertently overlooked something. Know that for each initiative listed, many worked behind the scenes to make it a success.

As always, we welcome new committee members and feedback, including suggestions for new programming.

Happy reading!

Nicole

1



JEDI AWARDS 2026

The Annual JEDI Awards were presented on April 22nd at the Annual Employee Recognition Ceremony. These awards recognize exemplary efforts to foster and advance Diversity, Equity, Inclusion, and Belonging within our community. These individuals have made contributions of meaningful impact.

The 2026 Award Recipients:

Rikki Pittman, Clinical Cytogenetic Technologist Specialist, was recognized for championing advanced inclusive lab practices by integrating sex and gender considerations and contributing to national guidance on transgender patient testing. She has led educational and systemic change through webinars and advocacy for inclusive requisition forms. She continues to promote an inclusive culture via intentional language, continuous learning, and active allyship.



Rikki Pittman
Clinical Award



Shyanne King
Trainee Award

Shyanne King, M3D PhD candidate, was recognized for co-founding Humans of Science to create identity-affirming, trainee-centered mentorship spaces that increase belonging and representation. She has also championed inclusive mentorship across training levels, centering first-generation and underrepresented trainee experiences.

Mariya Sweetwyne, Assistant Professor, was recognized for co-founding Humans of Science and designing psychologically safe, equity-centered spaces that reduce hierarchy and amplify underrepresented voices across career stages. She has built a sustainable mentorship and community model that strengthens belonging, cross-rank engagement, and inclusive culture within the biomedical community.



Mariya Sweetwyne
Research Award



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!

This spring, we hosted our second Scholars Collective, an informal gathering to discuss research related to equity, diversity, and inclusion. We had another great discussion about what we've accomplished and what we hope to pursue in the future. We look forward to continuing the conversations this fall.



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



DIVERSITY AND EQUITY GRANT RECIPIENTS

Our committee reinstated Diversity and Equity Grants, with the goal of supporting research to identify and reduce health inequities. This year, we are thrilled to fund the proposal led by Drs. Oliver Chang (DLMP faculty) and Nadia Siddiqui (recent UWSOM graduate and former DLMP post-sophomore fellow), titled "Characterizing the Immune Microenvironment of Acral Lentiginous Melanoma to Investigate Racial Disparities in Mortality: A Digital Pathology Study." This project addresses an important inequity in acral lentiginous melanoma, which is disproportionately lethal in Black patients. We look forward to seeing what Drs. Chang and Siddiqui accomplish!





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



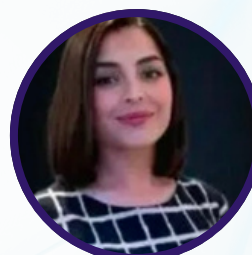
Aral Griffen



Rose Anderson



Kelly Phan



Kamelia Sarwary



Heather Eggleston

Not pictured: Lucas Bjorkheim, Kim Garner, Kat Forrest

STAFF SUBCOMMITTEE: BYSTANDER INTERVENTION TRAININGS

DLMP JEDI Staff Subcommittee is accepting new applications!

The JEDI Staff Subcommittee wants to hear your ideas, suggestions, and feedback! We're also accepting new applications for those interested in joining. Fill out our form here: [DLMP JEDI Staff Subcommittee Suggestion and Feedback Form – Fill out form](#)



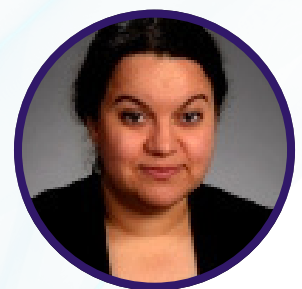
RECAP: HUMANS OF SCIENCE (HOS)

Humans of Science is a recurring, rotating meet-up throughout the academic year open to all Research and Clinical DLMP trainees (pre-graduate and graduate students, post docs, residents and fellows). It is an open discussion with a guest Seattle-area biomedical research leader (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
Dr. Mariya Sweetwyne
(faculty). Suggestions for
Guest Humans are always
welcome!*



Mariya
Sweetwyne



RECAP: HUMANS OF SCIENCE (HOS)



The impetus for starting this program is based on our lived experiences of seeing ever less diversity represented in research spaces as career stages advance. This year HoS had 6 faculty members from the UW SoM, Fred Hutch, and Children's Research Institute share real world examples of how they managed to build a successful scientific career while also managing: parenting, partnering, moving institutions, mental and physical health, grief, job searches, career changes, mentorship styles, clinical versus research time, work-life balance, building on research successes, and bouncing back from research failures. 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. Meetings run for 90 minutes with a drop-in/out-as-you-need policy and are a safe space for trainees to share their own stories and to ask about how to best navigate their current or upcoming training experiences to be both positive and productive. If you are faculty, please encourage your trainees to join us! If you are a trainee, your needs are our needs, please let us know who you want to meet, or what issues you would like to have addressed. And of course, snacks are always provided.



Elizabeth Nguyen,
MD, PhD

12/8/25 Guest Human

"I was so glad to participate in the Human of Science program, it allowed me to interact with a diverse group of trainees and discuss issues that don't typically come up in mentorship conversations in an honest and safe forum. I was able to share my experiences to support others going through similar struggles, and was able to witness peer mentorship at work as everyone in the group supported each other. I wish I had something similar as a trainee!" -



RECAP: HUMANS OF SCIENCE (HOS)



GUEST HUMANS AY25-26



10/14/25

Justin Bullock, MD



12/8/25

Elizabeth Nguyen, MD, PhD



1/12/26

Myron Evans II, PhD



3/9/26

Daniel Blanco-Melo, PhD



4/20/26

Astra Bryant, PhD



5/11/26

Tristan X. Jordan, PhD



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.

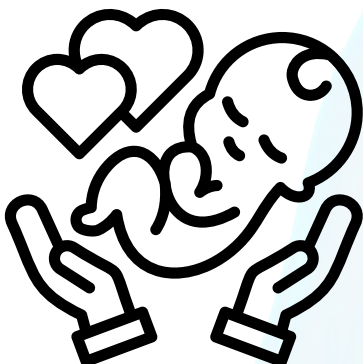
- **Up to \$500 for local conferences**
- **Up to \$1000 for regional conferences**
- **Up to \$2000 for national/international conferences**

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)

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.

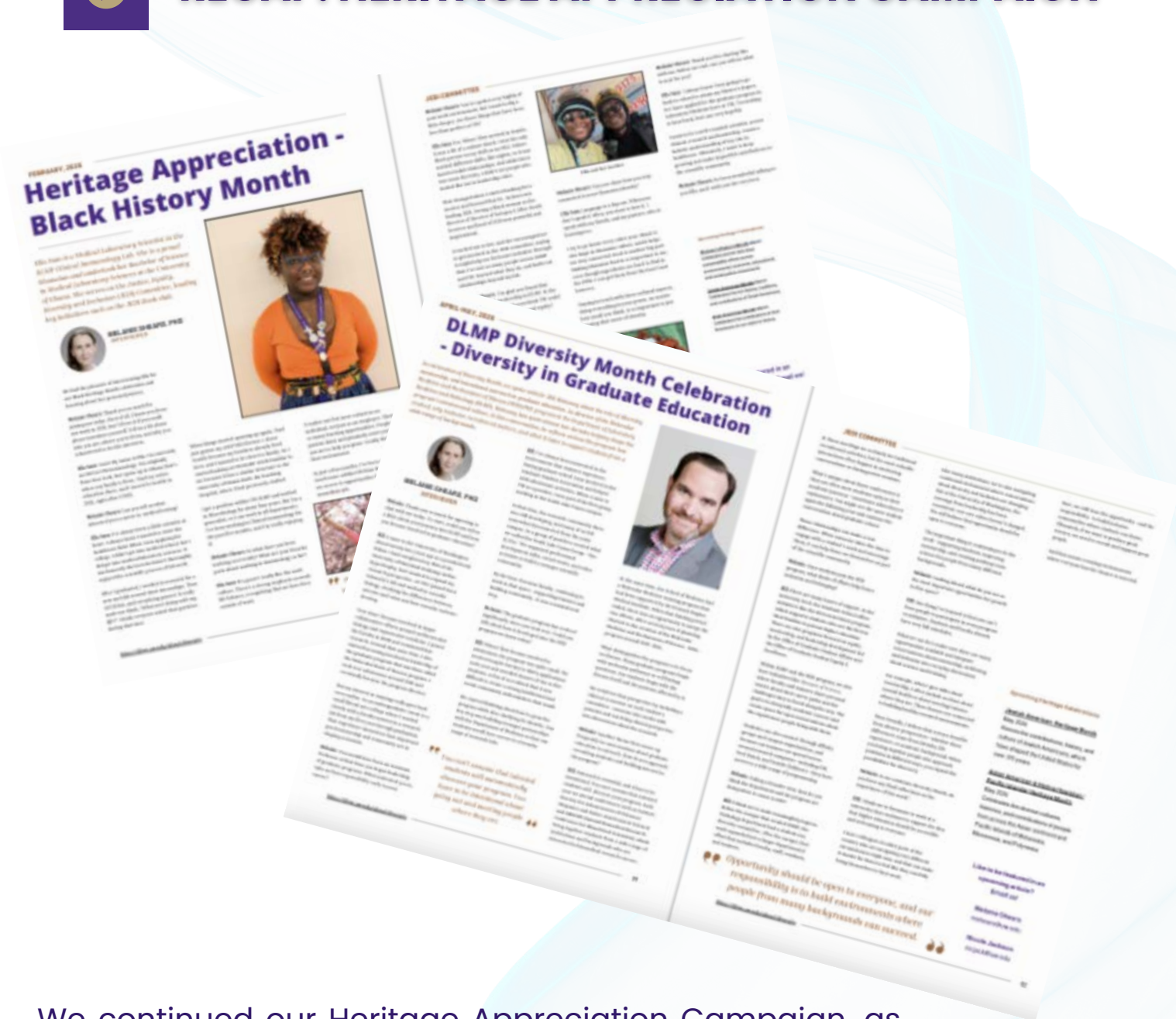
This year, we took over the science classes at Denny International Middle School to guide students through hands-on, hypothesis-based scientific activities related to their current curriculum. For the 7th-grade classes, we simulated the transmission of an infectious disease and performed contact tracing in an activity titled Finding Patient Zero. Students worked together to evaluate the evidence of who became "sick" and successfully determined the origin of disease 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. For the 8th-grade classes, we explored the process of evolution and natural selection in an activity entitled Darwin's Finches. Each student received a beak (fork, spoon, paper clip, and skewers) and had 30 seconds to pick up enough food to survive. The volunteers helped lead the activity and circled around new islands with different food sources (lentils, beans, beads, or pasta). We then discussed how certain traits conferred survival advantage on each island and how natural selection changes phenotypes in a population over time.

Outside of our full day events with Denny, we also attended science nights at Echo Lake and John Rogers Elementary where we helped guide students through microscopy, micropipetting, and color chromatography. We are excited to return next year and continue encouraging the next generation of scientists!

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>



RECAP: HERITAGE APPRECIATION CAMPAIGN



We continued our Heritage Appreciation Campaign, as led by Melanie Shears. This initiative honors the unique heritage, traditions, and contributions of various cultural groups through spotlights on our DLMP family members who enrich our community.

Over the past six months, we have highlighted Black History Month and Diversity in Graduate Education. Anyone in our department who is willing to be featured is eligible. Please take a minute to fill out our form [here](#) if interested and/or have suggestions.



RECENT RECOGNITIONS



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!!!



CONGRATS!



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.





DLMP DEI PUBLICATIONS AND PRESENTATIONS



Contents lists available at [ScienceDirect](#)

Academic Pathology 13/2 (2026) 100250

Academic Pathology

journal homepage: www.journals.elsevier.com/academic-pathology



Regular Article

Trends in the diversity of board-certified pathologists in the United States

Aanand A. Patel, MD, PhD^{*}, Bitania Wondimu, MD¹, Emily Glynn, MD, Nicole R. Jackson, MD, MPH, Kareem Hosny, MD, MPH^{**}

Department of Laboratory Medicine and Pathology, University of Washington, Seattle, WA, USA



"Trends in the diversity of board-certified pathologists in the United States," by Dr. Patel et al was published in April in *Academic Pathology*, which provides a comprehensive analysis of identities across our subspecialties using data from the American Board of Pathology.

This work was also presented at the USCAP Annual Meeting in San Antonio, TX, in March and highlighted recently in *The Pathologist*.



Contents lists available at [ScienceDirect](#)

Academic Pathology 13/1 (2026) 100238

Academic Pathology

journal homepage: www.journals.elsevier.com/academic-pathology



Regular Article

Free for all: Exploring next of kin consent for autopsy

Meagan Chambers, MD MS MSc^{a,b,*}, Shera Wanner, BS^c, Charlie M. Sawyer, BA^c, Nicole R. Jackson, MD MPH^a



Dr. Jackson led a group of trainees in the publication "Free for All: Exploring next of kin consent for autopsy," published in January also in *Academic Pathology*, which asked whether there were differences between groups in who utilized the free healthcare resource of autopsy in a system with a uniform consent policy, exploring rates of consent by sex, race, ethnicity, economic status, and primary language spoken.



OUTREACH

GLOBAL OBSERVERSHIP PROGRAM



We were pleased to welcome Dr. Sujan Shrestha to our department through the Global Observership Program this spring. Our faculty and trainees had an excellent experience working with Dr. Shrestha, a practicing pathologist from Nepal who is interested in pursuing residency training in the United States. Dr. Shrestha had the opportunity to rotate in gynecologic pathology, transfusion medicine, immunology, clinical microbiology, bone and soft tissue pathology, and dermatopathology. We thank all of the faculty, residents, and fellows who worked with Dr. Shrestha and look forward to following his career!



Dr. Paz Gray (recent DLMP residency graduate) spearheaded this program alongside Drs. Bitania Wondimu (former DLMP resident and fellow), Aanand Patel (faculty sponsor), and Emily Glynn (faculty) with the goal of making the process for international medical graduates to find observerships more equitable. We provide this paid opportunity to one medical graduate each year based on the merits of their application without needing a prior connection to our faculty.

DLMP Champions of this initiative:





YAKIMA VALLEY TECHNICAL SCHOOL VISITS DLMP



**"Our students
were excited to
tour UWMC and
your
department!"**

Yakima Valley Technical High School drove over 3 hours to spend the morning with our department on May 11th, learning about various careers in Laboratory Medicine & Pathology. A majority of the students are from lower-income homes and are the first in their family to go to college. This was their first time visiting with us since pre-COVID!



Despite some delays and an early, long day, chaperones and students (at least one of whom starts at UW in the fall!) were elated. They toured the upper campus and our department, listened to DLMP leadership talks, and participated in hands-on sessions with preserved organs..

THANK YOU to all who helped make this a success!

**"We appreciated
the diversity of
professionals the
students heard
from today and we
desire to visit you
again. Thank you!"**



OUTREACH

SCH's Clinical Laboratory will host its 4th annual tour on July 31st. Students will tour different clinical sections and listen to 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



Championed by Kate Crawford, residents from DLMP volunteered to share medicine and science with middle and high schoolers as part of the Institute for Stem Cell and Regenerative Medicine's (ISCRM) outreach events in March and April. In the coming year, we're hoping to collaborate with ISCRM for an event at Montlake to allow more people from DLMP to participate!



ISCRM



SAVE THE DATES: DOC FOR A DAY, AY26-27

Oct 17 th , 9 AM – 2 PM	Oncology: Lab Coats Against Cancer
Nov 14 th , 9 AM – 2 PM	Diabetes Sweet Truths: Protecting Sight, Filters, and Balance
Dec 12 th , 9 AM – 2 PM	Neuroscience: From Neurons to Behavior
Feb 6 th , 9 AM – 2 PM	Heart & Lungs: The Circulation Station
Mar 9 th , 9 AM – 1 PM	Sound Careers in Healthcare

Drs. Dani Reiter, John Waters, and Nicole Jackson serve as Pathology Leads for DFAD events. Please contact them if you are interested in participating in any of the above sessions.





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.

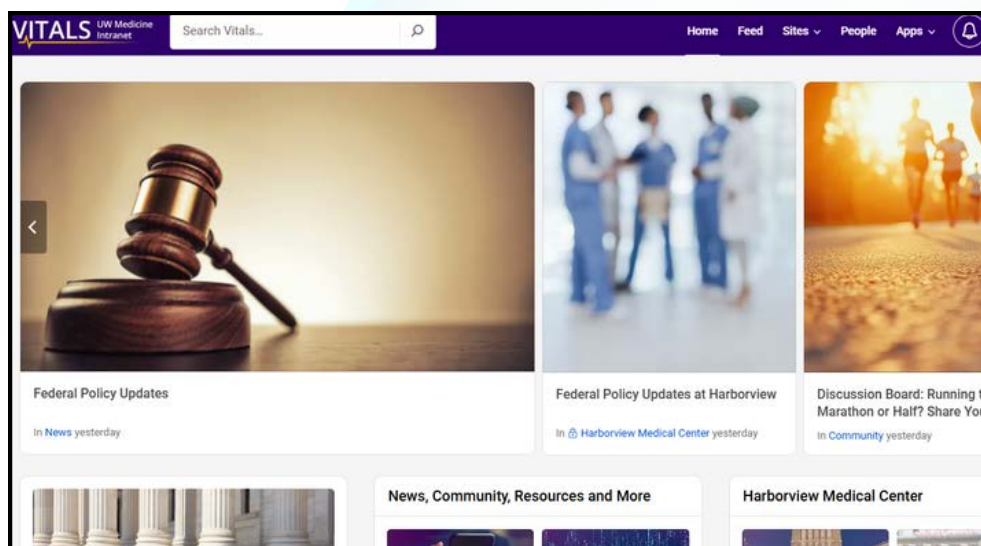


The JEDI Committee has purchased a large order of these cards across multiple languages and will be distributing them in the upcoming week throughout our department. Feel free to take as many as you like and distribute them throughout your communities – we are happy to order more.



UNIVERSITY OF WASHINGTON

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





THE BEYOND PATHOLOGY LENDING LIBRARY

JEDI's Lending Library is an optional, free collection of curated and donated books across various genres. Below are the library branches.

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



FAQS

"How do I become a user?"

We are operating on an honor system, so just grab-n-go! Take a book (or books) that interest you. Read at your own pace. Return to a branch of your choice when you're done.

"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.

"Is there a borrowing limit or due date?"

No. Keep books as long as you need. Take and read as many as you want at a time. Feel free to add books to our collection!

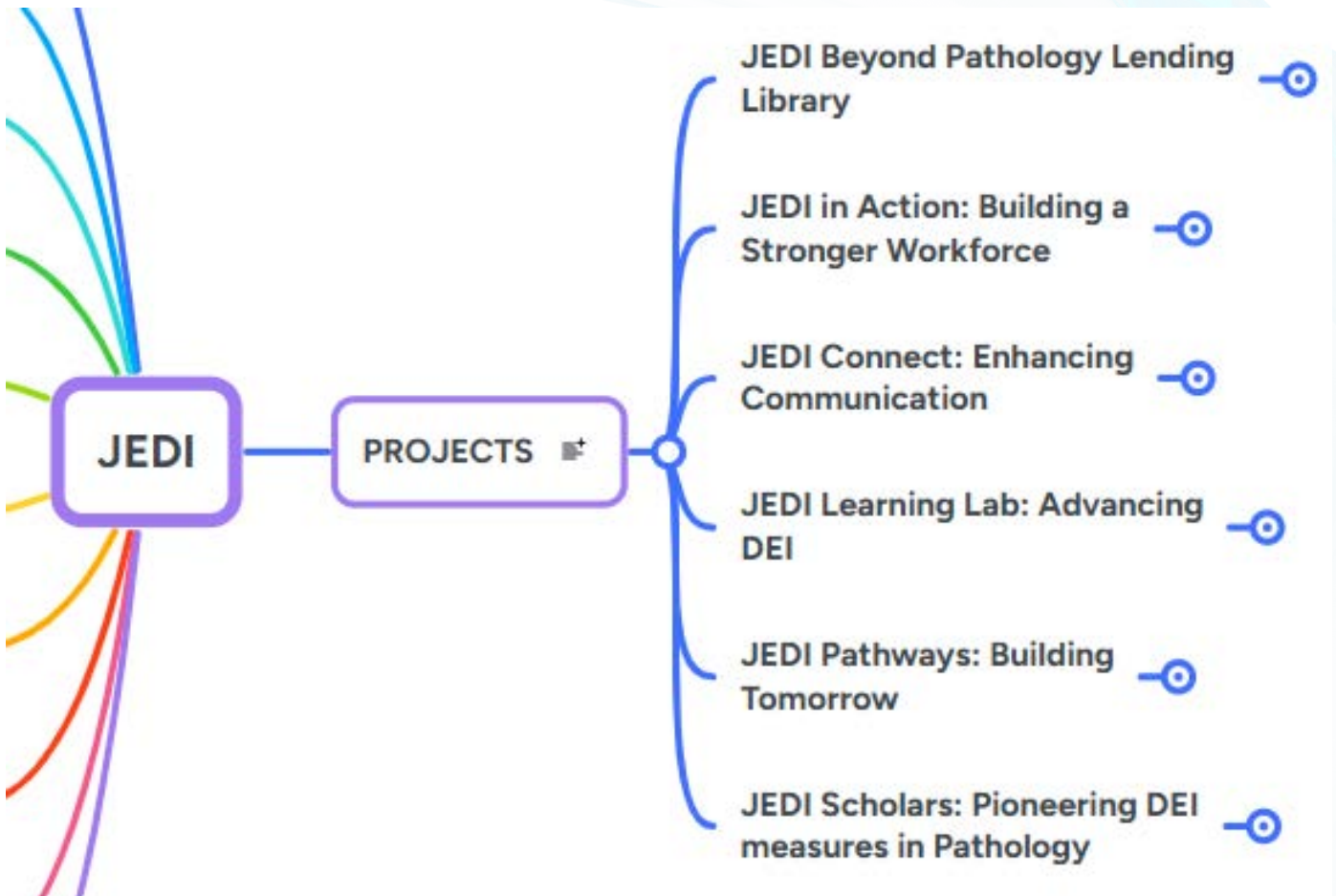
"How can I suggest books or share my experience?"

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



JEDI STRUCTURE

JEDI is structured as projects, allowing people to join and be connected to initiatives that align with their interests and skills. Each Project is headed by a Primary Lead and additional support.



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.

**Click to view
our calendar**



As a reminder, JEDI is open to all who are interested. For more information, please contact Nicole Jackson (nicjack@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
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
Aanand Patel, MD, the JEDI Scholars Lead
Shyanne King; M3D PhD Student
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, the JEDI Lead,
AI Cybersecurity Presenter, and 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