

# JEDI NEWSLETTER

June 2025

Winter/Spring 2025



## WELCOME MESSAGE



Welcome to the reinstalment of the JEDI Newsletter, a semiannual publication that highlights activities and initiatives undertaken and supported by our JEDI Committee, as well as DEI activities of DLMP members. We hope you enjoy reading and learning more about your colleagues!

*Nicole & Fabienne*



## 2025 JEDI AWARDS

Presented at the DLMP's Annual Employee Recognition Ceremony, the JEDI Awards 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). This year's honorees were Max Louzon and Heather Eggleston for their inspirational work with our MLS program, and our departmental Chair, Geoff Baird, for his outstanding leadership and advocacy during this unprecedented time.





## ACGME EQUITY MATTERS UPDATE



## YOUTH SCIENCE AMBASSADORS



*Pictured (left to right): Kareem Hosny, Fabienne Lucas, Letters to My Heritage members, Anna Scott's presenting student, and Anna Scott.*

On May 16<sup>th</sup>, DLMP's Equity Matters team hosted a group of local high school students from Letters to My Heritage for a half day on campus.

The day started with breakfast and a discussion on career paths within DLMP and how we contribute to medicine and research, followed by a hands-on organ session at the autopsy suite led by residents Jen Merk and Kim Chung (supported by Nicole Jackson), and a tour through the transfusion laboratory led by our resident Tara Krishnan (supported by Rebecca Treger). The group then explored research presentations at the UW Undergraduate Research Symposium. This experience will serve as a blueprint for future outreach activities.

*ACGME's Equity Matters is an 18-month learning and process improvement program that provides insights, approaches, and strategies to support efforts to increase the physician workforce and build safe and inclusive learning environments in service to improving health equity for all. DLMP's team consists of Drs. Fabienne Lucas (team lead), Kareem Hosny, Nicole Jackson, and Anna Scott.*







## VISITING STUDENTS

### INTERNATIONAL OBSERVERSHIP PROGRAM



We were incredibly pleased to announce Dr. Ana Milena Gomez as the first awardee of DLMP's DEI Observership program! Dr. Gomez came to us with a unique background, having worked for many years as a medical geneticist in Colombia and an expert in cancer genetics. Dr. Gomez joined our department for a month on the Head, Neck, and Lung (HNL) Pathology, Bone and Soft Tissue (BST) Pathology, Gynecological (GYN) Pathology, and Clinical Microbiology services.

Faculty and trainees loved working with her, noting that she was engaged, learned quickly, and brought a valuable perspective with her genetics background. This experience solidified her goal to pursue a pathology residency with a specific interest in molecular pathology. The team thanks the faculty, residents, and fellows who worked with Dr. Gomez and look forward to following Dr. Gomez's career!

Paz Gray (resident), Bitania Wondimu (fellow), Aanand Patel (faculty sponsor), and Emily Glynn (faculty) built this program with the goal of making the process for international medical graduates (IMGs) to find observerships more equitable, providing a paid opportunity for one IMG each year based on the merits of their application without needing a prior connection to our faculty.



## VISITING STUDENTS



## SUMMER RESEARCH FELLOW

JEDI is happy to support Layla Ismail as she spends this summer within our department with Drs. Ram Akilesh and Kelly Smith at the UW Spatial Biology Core from June 30<sup>th</sup> to August 30<sup>th</sup>.



Layla Ismail is a Seattle native & Sophomore at Harvard College studying Statistics on the Computational Biology Track with a secondary focus in Computer Science. She is passionate about the health applications of computation and mathematics, especially in terms of trying to understand cancer and disease. This summer, as a fellow at the UW Spatial Biology Core, she would like to learn more programming and statistical analysis skills by investigating kidney disease and spatial transcriptomics technologies.

If you see Layla around campus, please extend a warm welcome!







## RECAP: HUSKY SCIENCE COMMUNICATION INITIATIVE (HUSCI)



This winter, in partnership with Denny International Middle School and teacher Jordyn Jackson, HuSCI held a school-wide Meet-A-Scientist assembly for 811 students in 6<sup>th</sup> through 8<sup>th</sup> grades. They spoke to the students about their journeys into science, including the Running Start program, financing college, and possible paths to conduct scientific research. The students also had the opportunity to ask speakers questions and learn more about their life experiences and research projects.

HuSCI is excited to announce a new collaboration with Seattle Central College (SCC), an effort headed by graduate students Aya Miyaki (M3D) and Artem Yashchenko (MCB). They are partnering with Dr. Mark Ainsworth, a biology instructor at SCC, to introduce his students to the exciting world of STEM careers. Started by proud alumni of SCC and once students of Dr. Ainsworth, we believe that by sharing their experiences and insights, they can inspire and empower these students to explore careers in science and research. The goal is to provide them with a clearer understanding of the opportunities available in STEM fields and to encourage them to pursue their passions.



If you are interested in volunteering with HuSCI in the future, please reach out at [husciorg@gmail.com](mailto:husciorg@gmail.com) or visit their [website](https://www.husciorg.com)!





## RECAP: HERITAGE APPRECIATION CAMPAIGN



After months of brainstorming, we kicked off 2025 with our Heritage Appreciation Campaign, led by Kareem Hosny, Bitania Wondimu, and Kelly Phan. This initiative honors the unique heritage, traditions, and contributions of various cultural groups through spotlights on our DLMP family members who enrich our community.

We have highlighted Orthodox Christmas, Martin Luther King Jr. Day, Lunar New Year, Black History Month, Ramadan, Greek American Heritage Month, Persian New Year, Asian American and Pacific Islander Heritage Month, and Pride Month, with many more planned. 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.







## RECAP: HUMANS OF SCIENCE (HOS)



Myron Evans II, PhD  
Seattle Children's Res. Inst.



1/31/25 (SLU)

Justin Bullock, MD  
Nephrology



2/28/25 (Montlake)

Neel Dey, MD  
Fred Hutch



3/28/25 (Hutch)

Jennifer Nemhauser, PhD  
Biology



4/25/25 (Montlake)

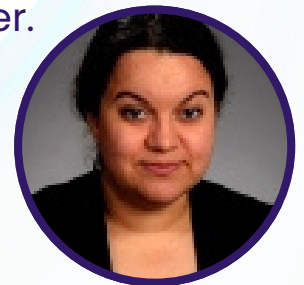
Dana Miller, PhD  
Biochemistry



5/30/25 (Montlake)

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.

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



## CONGRATULATIONS CORNER

Congratulations to Shyanne King for being honored as a member of the **2025 Husky 100!!!**

Driven by her experiences as a nontraditional, first-generation college student and her passion for translational cancer research, she is a dedicated advocate for diversity, equity, and inclusion in academia. Shyanne has embraced leadership roles at UW, co-authoring policies to improve accessibility in medical training and leading HoS.

If you're interested in learning more about this Husky 100 cohort, you can read more [here](#).





## SPOTLIGHTS

### THE EDUCATIONAL INITIATIVES FOR UNDERREPRESENTED POPULATIONS (EIUP)



Dr. Kareem Hosny created EIUP to provide educational opportunities and mentorship in pathology and pathology informatics for underrepresented populations, fostering diversity and inclusion within the medical and scientific fields. By targeting high school students, international medical students, and individuals from diverse backgrounds, the initiative aims to bridge gaps in access to specialized education, inspire interest in the field, and empower future leaders in pathology. Additionally, by offering virtual and in-person learning experiences, EIUP seeks to make education accessible to a broader audience, contributing to equitable talent development on a global scale. The project is in collaboration with the Association of Pathology Informatics (API) Society. As of today, the program fosters 11 students from all over the world (including Asia, Africa, Europe, and South America), crossing various demographic ethnicities.



## 2025 DLMP DEI PUBLICATIONS

### ARTICLE

SeqFirst: Building equity access to a precise genetic diagnosis in critically ill newborns



Dr. Danny Miller collaborated to evaluate the utility of a new program, SeqFirst, in increasing access to a precise genetic diagnosis for critically ill newborns, published in *Am J Hum Genet*.

Drs. Fabienne Lucas, Melissa Upton, and Nicole Jackson teamed up to discuss various aspects of leadership and DEI in a special issue of *Clin Lab Med* centered on leadership and wellness.

### FULL TEXT ARTICLE

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





## 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.

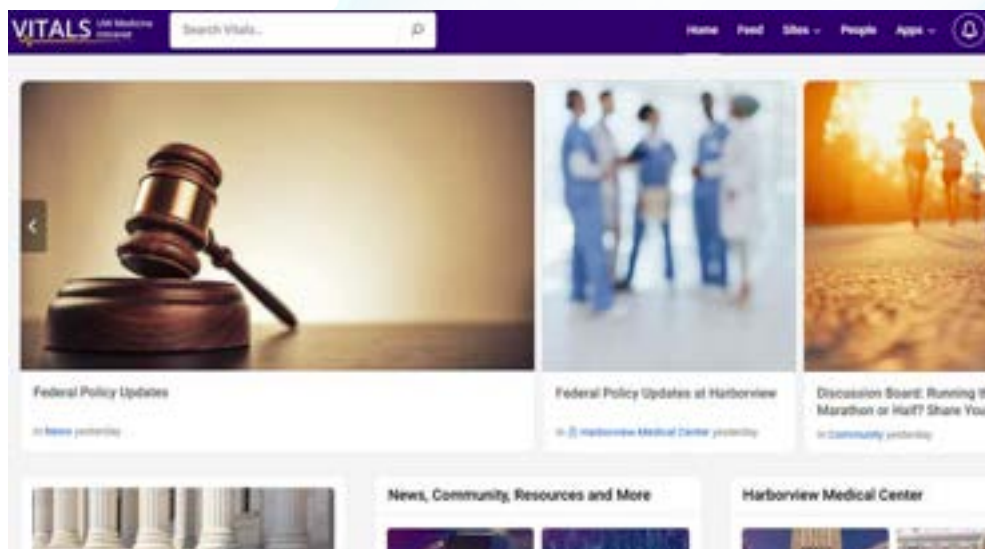


The JEDI Committee has purchased a large order of these cards across multiple languages and will be distributing them in the upcoming week throughout our department. Feel free to take as many as you like and distribute them throughout your communities – we are happy to order more.



## 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.



### 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.

## FAQS

### ***“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](mailto:dlmplibrary@uw.edu). Your insights help shape future purchases and spark department-wide dialogue.

### Active library branches:

- Hutch Building 825 (Lake Union campus), 7<sup>th</sup> floor, at the Hemepath faculty mailboxes/ the Hemepath snack table
- Montlake NE 110 AP Offices, Resident Suite, in the Resident library
- Montlake NW 120 Lab Medicine Offices, in the Hemepath/ Hematology cubicle



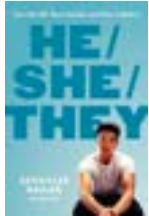
Instructions for checking books in and out are also provided at the library branches.





## BEYOND PATHOLOGY LENDING LIBRARY FEATURED READS

**These core books can be found at each library site:**



### **He/She/They by Schuyler Bailar**

A must-read guide to gender that's part manifesto, part memoir, and all heart. Written by the first transgender National Collegiate Athletic Association (NCAA) D1 men's athlete, this book invites us into honest, affirming, and accessible conversations about gender and identity.



### **The Body Keeps the Score by Bessel van der Kolk**

How does trauma live in the body, and how is healing possible? This modern classic reveals how trauma rewires the brain and body, and how science and empathy come together to help us recover and reclaim.



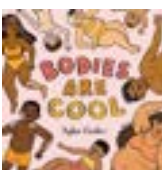
### **Legacy: A Black Physician Reckons with Racism in Medicine by Dr. Uché Blackstock**

A memoir exposing how racism persists in healthcare – and what it takes to change it. Dr. Blackstock blends personal narrative with systemic critique in this searing, hopeful call for racial justice in medicine.



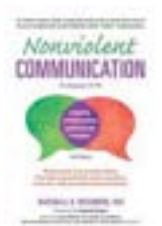
### **The 15 Commitments of Conscious Leadership by Jim Dethmer, Diana Chapman & Kaley Warner Klemp**

Leading from presence, purpose, and deep responsibility. This guide shifts leadership from fear-based habits to authentic, sustainable impact – perfect for teams and individuals alike.



### **Bodies Are Cool by Tyler Feder (Children's Book)**

A celebration of every shape, shade, and size – for kids and grown-ups alike. This vibrant, joyful picture book reminds us (and the littles in our lives) that all bodies are good bodies.



### **Nonviolent Communication by Marshall Rosenberg**

Transform everyday conversations into powerful acts of empathy. Whether you're diffusing conflict or deepening relationships, this book gives you the language to lead with compassion and clarity.



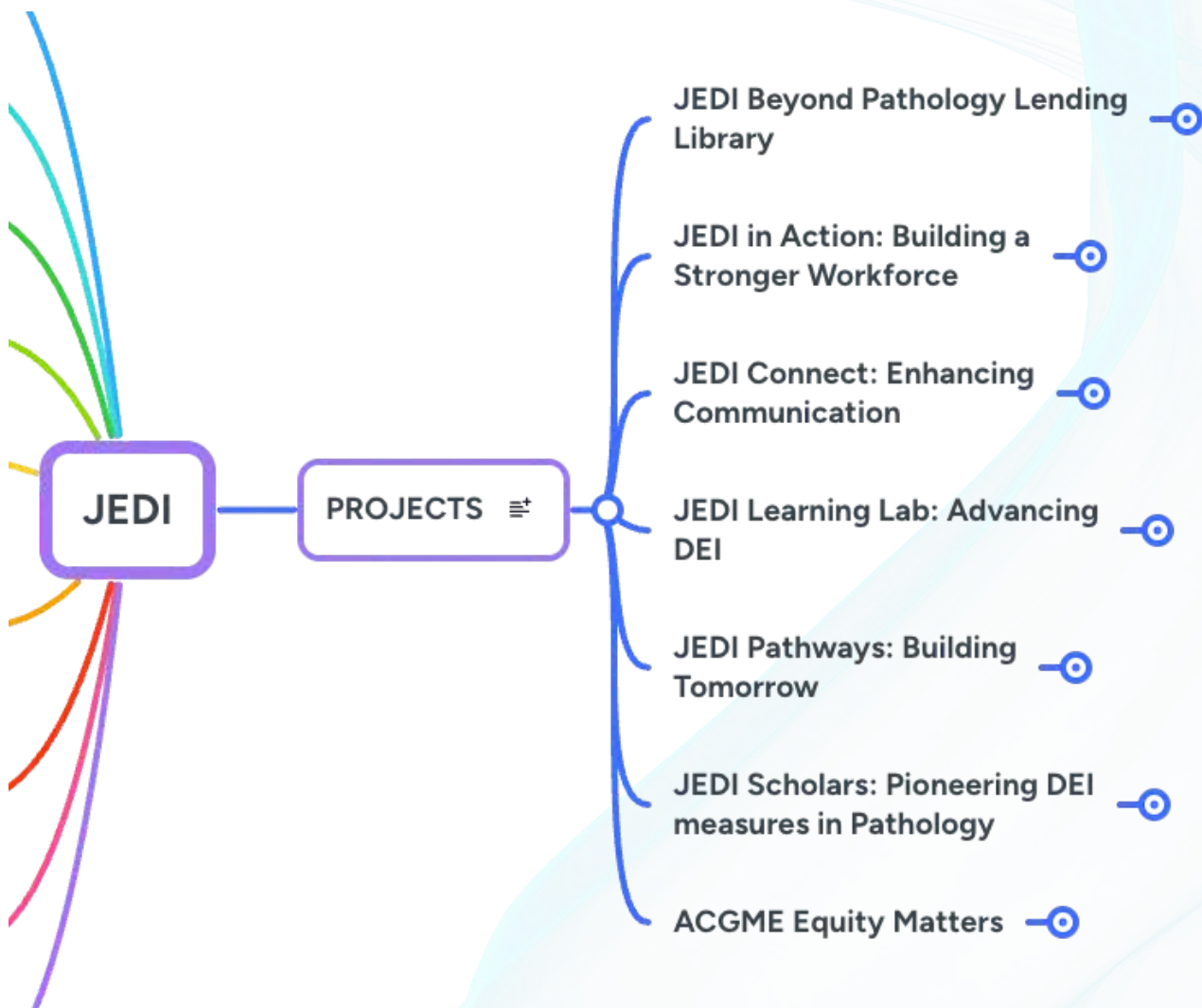
### **Racism, Not Race by Joseph L. Graves Jr. & Alan H. Goodman**

Dismantling the myth of biological race – with science on your side. This essential book makes the case that racism, not genetics, shapes disparities in health, society, and opportunity.



## JEDI STRUCTURE

JEDI has been restructured 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](mailto:nicjack@uw.edu)), Fabienne Lucas ([fablucas@uw.edu](mailto:fablucas@uw.edu)), or Kelly Phan ([kephan@uw.edu](mailto:kephan@uw.edu)).



## JEDI COMMITTEE

**Rose Anderson**, Program Coordinator  
**Maryam Asif**, MD, MBBS; Assistant Professor  
**Anshu Bandhlish**, MD; Clinical Instructor  
**Joel Berletch**, PhD; Research Assistant Professor  
**Devona Brewer**, Lead Administrative Assistant  
**Heather Eggleston**, Manager of Academic Services  
**Kat Forrest**, Research Scientist  
**Stephanie Frazon**, MS, PA(ASCP), SSBB; Assistant Teaching Professor  
**Kim Garner**, MBA; Associate Director  
**Emily Glynn**, MD; Assistant Professor  
**Paz Gray**, MD; Resident  
**Aral Griffen**, Manager of Operations  
**Maya Hatten-Beck**, Research Scientist  
**Kareem Hosny**, MD, MPH; Assistant Professor  
**Nicole Jackson**, MD, MPH; Assistant Professor, Committee Chair  
**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  
**Swati Mishra**, PhD; Acting Instructor  
**Rhonda Mittzenzwei**, MD; Clinical Assistant Professor  
**Aanand Patel**, MD, PhD, Acting Assistant Professor  
**Kelly Phan**, Program Operations Specialist  
**Deepti Reddi**, MD; Acting Assistant Professor  
**Ella Sam**, MLSCM(ASCP); Medical Laboratory Scientist  
**Kamelia Sarwary**, D.Eng; Client Support Services 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  
**Bitania Wondimu**, MD; Resident/Fellow representative