

## The 69th Annual Dr. Alfred A. Strauss Lecture & Harkins' Symposium (cont.)



Garcia



Dick

Dr. **Rochelle Garcia**, Professor, Department of Pathology, Adjunct Professor, Department of Gynecology, *"What Do We Mean by Cancer? Do We Speak the Same Language?"*

Dr. **Andre Dick**, Associate Professor, Division of Transplant Surgery, *"Use of PHS Increased Risk Donors in Pediatric Solid Organ Transplantation"*

## UPCOMING EVENT

### 25TH ANNUAL HELEN AND JOHN SCHILLING LECTURE



**Guest Lecturer:**  
**Dr. Mary Hawn, Professor of Surgery and Chair of the Department of Surgery at Stanford University**

**Friday, March 22, 2019**  
**UW Tower Auditorium**  
**4333 Brooklyn Ave. NE**  
**Seattle, WA 98105**

# Diversity

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## in the Department of Surgery



Dr. Estell Williams

At the 69th Annual Harkins Symposium on October 12th, 2018, Dr. **Estell Williams**, Acting Assistant Professor, Division of General Surgery and Department of Surgery Diversity Council member, delivered an inspiring Diversity

Council update: *"Achieving a Critical Mass: Diversity is Beneficial, Why Don't We Accept It?"* This Synopsis highlights key points from the address and outlines ongoing initiatives within the Department of Surgery (DOS). **We encourage all faculty with an interest in participating in the work being done please reach out to Diversity Council Chair, Dr. Jorge Reyes.**

Under the guidance of the Chief Medical Officer's (CMO) office and the leadership of Drs. **Carlos A. Pellegrini** and **David Flum**, Professor, Division of General Surgery and Associate Chair for Research, UW Medicine has created a **Healthcare Equity Blueprint** in alliance with the University of Washington campus-wide **UW Diversity Blueprint**. These blueprints are used to guide ongoing efforts to promote diversity and inclusion in



Pellegrini



Flum

our university community. As an overarching framework, this blueprint sets forth that, "The School of Medicine values diversity and inclusion and is committed to building and sustaining an academic community in which teachers, researchers and learners achieve the knowledge, skills and attitudes that value and embrace inclusiveness, equity and awareness as a way to unleash creativity and innovation." To further this mission, Dr. **Douglas Wood**, The Henry N. Harkins Professor and Chair of the Department of Surgery, charged the **Diversity Council with reviewing and evaluating the culture of**

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# Diversity

## in the Department of Surgery (cont.)

**diversity and inclusion in DOS, outlining recommendations for how to best make the department and UW Medicine a place that encourages career advancement and supports employee satisfaction.**

### HOW DO WE SEE DIVERSITY?

“Diversity” is more than simply acknowledging and/or tolerating difference. Diversity is a set of **conscious practices** that involve:

- Understanding and appreciating interdependence of humanity, cultures, and the natural environment;
- Practicing mutual respect for the lived experiences of people whose backgrounds are different from our own;
- Acknowledging that personal, cultural and institutionalized discrimination creates and sustains privileges for some while creating and sustaining disadvantages for others;
- Building alliances across differences so that we can work together to eradicate all forms of discrimination.

Diversity and inclusion conversations are taking place in national organizations of surgical leadership as well. The American Surgical Association (ASA) under the presidential leadership of Dr. **Ronald V. Maier**, Jane and Donald D. Trunkey Professor, Vice Chair of Surgery, Surgeon-in-Chief, Harborview Medical Center, Chief, Division of Trauma, Burn & Critical Care Surgery, formed a working group, the Task Force on Equity, Diversity and Inclusion at the time of the ASA’s 2017 Annual Meeting. This group identified issues, hurdles, potential solutions and benchmarks to aid the academic surgical community in achieving the goals of diversity, equity and inclusion. Please follow [link](#) to see report.

It is important to acknowledge that when tackling issues of diversity and inclusion, we discuss the root cause that racism has played in the history of medicine. You can learn more about this topic in a New England Journal of Medicine article written by Drs. Rachel Hardeman and Eduardo Medina [here](#). **The DOS Diversity Council has partnered with the Center for Leadership and Innovation in Medical Education (CLIME) and UW Medicine Chief Medical Office Health Equity to bring Drs. Hardeman and Medina to the University of Washington for a UW Medicine Grand Rounds on June 12th, 2019** to discuss this topic. They will also be speaking at the ‘CLIME Together’ symposium on June 11th regarding the ways in which structural racism has traditionally shaped medical schools’ curricula. Please stay tuned for details of these events.

### WE MUST REMEMBER INCLUSION WHEN INCREASING DIVERSITY

Diversity AND inclusion are crucial components of enriching and strengthening our community, and further work for all of those within the UW Medicine community is critical. Nationally only 4% of full-time faculty identify as Black or African American, Latino or Hispanic, Native American or Alaska Native, or Native Hawaiian or Pacific Islander females, and women of color represent only 3% of department Chairs in academic medicine. While efforts to increase these numbers continue, the climate of inclusion within our institutions remains challenging for individuals from under-represented backgrounds. Once matriculated they are told to check many of their core identities at the threshold of the hospital. Women are taught to emulate men (but not too much). Students are asked to scrub their tongues clean of accents or learn to code switch, while queer and transgender

students are trained to quiet their identities. Black and brown students feel pressure to suffer explicit racial insults in silence. Thus, it is essential that our efforts to increase diversity work hand-in-hand with efforts to safeguard inclusion. Dr. **Aba Osseo-Asara**, Assistant Professor, Residency Training Program: Primary Care, Yale School of Medicine, performed a qualitative [study](#) of 27 minority residents, exploring how the residents viewed the role of race/ethnicity in their training. It found that participants described 3 major themes: a daily barrage of micro-aggressions and bias, minority residents tasked as race/ethnicity ambassadors, and challenges negotiating professional and personal identity while seen as “other.”

### HIGHLIGHTS WITHIN THE DEPARTMENT

Thus far, within UW DOS we have examined these issues of climate with a survey that was distributed in the fall of 2013. The results of the climate survey resulted in:

- 1) Creating a visible vision statement regarding diversity on the **DOS homepage**;
- 2) Offerings of diversity training and inclusiveness through collaboration with the Center for Equity Diversity and Inclusion (CEDI);
- 3) Placing value on academic work to promote diversity and inclusion in our community;
- 4) Outreach in the community through a sponsorship of the **Doctor for a Day (DFAD)** program;
- 5) Inclusion of diversity work in faculty promotion.

**The next survey will be distributed in Spring 2019.**

In efforts to promote recruitment of more talented diverse applicants to the DOS, the **Carlos A. Pellegrini Diversity Sub-Internship** was developed in 2014. To date, we have brought 16 talented underrepresented fourth year medical students for 4-week

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# Diversity

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## in the Department of Surgery (cont.)

sub-internship experiences, with stipends to offset the financial costs that often limit students' abilities to complete away rotations. In addition, the Diversity Council has served as a model for surgery departments across the U.S. as they begin diversity and pipeline programs.

The Diversity Council has also co-sponsored with the Center for Equity, Diversity and Inclusion (CEDI) and Graduate Medical Education (GME) outreach program Doctor for a Day (DFAD). DFAD is a community outreach program that partners with local community organizations, middle schools, high schools and community Colleges. By bringing health professionals from the UW Medicine into the community DFAD is able to provide on-demand curriculum, mentoring, career exposure and institutional connection to the community. **Volunteers are needed, so please contact Dr. Estell**

**Williams, Acting Assistant Professor, Division of General Surgery, [estellw@uw.edu](mailto:estellw@uw.edu) for more information if you are interested.**

We cannot express in any better words than those echoed in Dr. Hardeman's NEJM article that, "Centering at the margins in health care and research will require re-anchoring our academic and health care delivery systems—specifically, diversifying the workforce, developing community-driven programs and research, and helping to ensure that oppressed and under-resourced people and communities gain positions of power. Centering at the margins in clinical care and research necessitates redefining "normal." We can do so by using critical self-consciousness—the ability to understand how society and history have influenced and determined the opportunities that define our lives." UW DOS intends to continue to play a leadership

role in our institution's efforts outlined in the UW Diversity blueprint. Doing so will help us to reap the true benefits at the heart of promoting a sincerely diverse and inclusive department.

Sincerely,

**Estell Williams, MD in partnership with Department of Surgery Diversity Council**

The DOS Council on the Promotion of Diversity and Inclusion (Diversity Council) was created in January 2013 under the leadership of Dr. Carlos A. Pellegrini. The council has grown to include staff, residents, and faculty from the subspecialty divisions in the department of general surgery. Members of the 2018–2019 Diversity Council include:

Dr. **Jorge Reyes**, Professor & Chief, Division of Transplant Surgery (Chair & founding member)

Dr. **Elina Quiroga**, Associate Professor, Division of Vascular Surgery (founding member)

Dr. **Andre Dick**, Associate Professor, Division of Transplant Surgery (founding member)

## 2018–2019 Diversity Council



Reyes



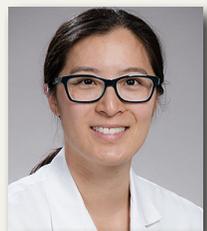
Quiroga



Dick



Sousa



Berfield



Krane



Wu



Pham



Tran



Williams



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# Diversity

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## in the Department of Surgery (cont.)

Dr. **Janelle Sousa**, Assistant Professor,  
Division of Plastic Surgery

Dr. **Kathleen Berfield**, Assistant  
Professor, Division of Cardiothoracic  
Surgery

Dr. **Mukta Krane**, Associate Professor,  
Division of General Surgery

Dr. **Peter Wu**, Associate Professor,  
VA Puget Sound Health Care System  
(founding member)

Dr. **Tam Pham**, Associate Professor,  
Division of Trauma, Burn & Critical Care  
Surgery

Dr. **Nam Tran**, Associate Professor,  
Division of Vascular Surgery (founding  
member)

Dr. **Estell Williams**, Acting Assistant  
Professor, Division of General Surgery

Dr. **Tobi Afolayan**, Resident (R3),  
General Surgery

**Deci Evans**, Administrative Manager,  
Division of Trauma, Burn & Critical Care  
Surgery

**Ruth Girma**, Program Operations  
Specialist, Division of General Surgery

**Tyrone Jimmison**, Director of  
Philanthropy, UW Medicine  
Advancement

Founding members of the Diversity  
Committee that continue to serve in an  
advisory capacity include:

Dr. **Leah Backhus**, Associate Professor,  
Division of Cardiothoracic Surgery  
Stanford University (founding member)

Dr. **Marcelo Hinojosa**, Associate  
Professor, Division of General Surgery  
UC Irvine Health (founding member)

Dr. **Bijiibaa' Garrison**, General Surgeon,  
Anchorage, AK (founding member)

## IN THE MEDIA



**Bulger**

Dr. **Eileen Bulger**, Professor, Chief of Trauma,  
Division of Trauma, Burn & Critical Care

UW Medicine Magazine | Fall 2018  
[Stop the Bleed](#)

UW Medicine Newsroom | November 8, 2018  
Soundbites: [Stop the bleed, save a life](#)

UW Medicine Newsroom | November 14, 2018  
Soundbites: [Surgeons' paper on firearms](#)

Dr. **Sara Javid**, Associate Professor,  
Division of General Surgery

Q13 Fox News | October 16, 2018  
"UW Medicine using cutting-edge technology  
to help locate breast tumors"



**Javid**



**Khandelwal**

Dr. **Saurabh Khandelwal**, Associate Professor,  
Division of General Surgery

UWMC The Huddle | October 31, 2018  
[Life after weight loss: 'Surgery is just the beginning'](#)

Drs. **Benjamin Starnes**, Professor & Chief, Division of Vascular  
Surgery and **Sherene Shalhub**, Associate Professor,  
Division of Vascular Surgery

UWMC Accelerate | [Not Forgotten](#)

Drs. **Benjamin Starnes**, Professor & Chief, Division of Vascular  
Surgery and **Niten Singh**, Professor and Associate  
Chief of Vascular Surgery

UW Medicine Newsroom | November 9, 2018  
Segment: [Surgeons recount military experiences](#)

Seattle KING 5 News | November 8, 2018  
[UW Medicine doctor reunites with POW 50 years later](#)

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