UW Department of Pediatrics
Work Towards Justice, Equity, Diversity, Inclusion and Antiracism, 2023-2024
UW Department of Pediatrics Leadership

Leslie Walker-Harding, MD
Chair, Department of Pediatrics

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Vice Chair
Administration and Finance

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Vice Chair
Equity, Diversity & Inclusion

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Associate Vice Chair
Basic Science Research

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Associate Vice Chair
Medical Education

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Vice Chair
Medical Education

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Vice Chair
Research

Frederick P Rivara, MD MPH
Vice Chair
Academic Affairs

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Associate Vice Chair
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Regional Medicine

Richard Shugerman, MD
Vice Chair
Faculty Development

Kristina A. Toncray, MD
Associate Vice Chair
Quality and Safety
University of Washington GME Leadership

Byron Joyner, MD, MPA
Vice Dean for GME, Designated Institutional Official

Jennifer Best, MD
Associate Dean, Accreditation and Education

Cindy Hamra, JD, MA
Associate Dean, Operations and Administration

Full team found at https://sites.uw.edu/uwgme/our-team/
UW Pediatrics Residency Leadership

Troy Johnston, MD
Interim Program Director

Elena Griego, MD
Associate Program Director

Krystle Perez, MD, MPH
Associate Program Director

Hannah Deming, MD
Associate Program Director

Mollie Grow, MD, MPH
Associate Program Director

Tracy Seimears, MD, Med
Associate Program Director
UW Pediatrics Fellowship Leadership

Add your Program's Information here!
UW Pediatrics Fellowships Leadership

Kari Dietrich, MEd
Director, Graduate Medical Education

Sangeeta Hingorani, MD, MPH
Fellows College Co-Director

Matthew Kronman, MD, MSCE
Fellows College Co-Director

Sharon Whitson
Program Management Specialist, Fellowship Programs Administration
# Recruitment of Diverse Trainees

## Pediatric Residency

<table>
<thead>
<tr>
<th>Match Year</th>
<th>URiM</th>
<th>BIPOC</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020</td>
<td>17.80%</td>
<td>46.70%</td>
</tr>
<tr>
<td>2021</td>
<td>22.20%</td>
<td>53.30%</td>
</tr>
<tr>
<td>2022</td>
<td>24.44%</td>
<td>48.89%</td>
</tr>
<tr>
<td>2023</td>
<td>20.00%</td>
<td>60.00%</td>
</tr>
</tbody>
</table>

## Pediatric Fellowships

<table>
<thead>
<tr>
<th>Match Year</th>
<th>URiM</th>
<th>BIPOC</th>
</tr>
</thead>
<tbody>
<tr>
<td>2021</td>
<td>10.00%</td>
<td>33.33%</td>
</tr>
<tr>
<td>2022</td>
<td>26.67%</td>
<td>33.33%</td>
</tr>
<tr>
<td>2023</td>
<td>11.76%</td>
<td>44.12%</td>
</tr>
</tbody>
</table>

URiM: Underrepresented in Medicine; BIPOC: Black, Indigenous, and People of Color
Resident and GME initiatives

Diversity Committee

UW Network of Underrepresented Residents and Fellows (NURF)

INCLUDE curriculum

Health Equity Track

Health Equity Rounds
Network of Underrepresented Residents and Fellows

Founded in 2010, NURF aims to promote cultural diversity in medicine through community involvement, education, advocacy, policy, mentorship, professional networking and recruitment and retention of underrepresented minorities (URMs) in medicine.

https://sites.uw.edu/uwgme/nurf/
The Residency Inclusion, Cultural Humility, Diversity and Equity (INCLUDe) curriculum, developed in 2017, covers cultural humility, the historical context of racism in medicine, addressing microaggressions, health care equity, trauma-informed care, LGBTIQ+ health, religion in medicine, immigration law, and other topics.
Health Equity Track

This residency track’s mission is to train a diverse group of pediatric residents to advance health equity for children and adolescents through collaborative clinical care, community partnership, advocacy, and education.
Health Equity Rounds was developed by current residents and is a new series of interdisciplinary case-based discussions exploring issues of equity, bias, and racism that play out in medical settings today.

Alex Arvanitakis, MD  
Co-Director, R3 Peds Resident

Phanith Touch, MD  
Co-Director, R3 Peds Resident

Tracy Seimears, MD, M.Ed  
MedFaculty Advisor

Angela Turner, BSN, RN, CPN  
Nursing Lead
The Accreditation Council for Graduate Medical Education (ACGME) recognized the UW Pediatric Residency program in 2022 with the Barbara Ross-Lee, D.O. Diversity, Equity, and Inclusion Award, one of only 4 programs of any specialty nationally to receive this award.
Seattle Children’s Center for Diversity and Health Equity

Empowering children and families at risk of health inequities, improving health outcomes for our patients at Children’s and in the community

Alicia Tieder, MSW, LICSW, Chief Diversity Officer, Seattle Children’s Hospital

Brian Saelens, PhD
CDHE Interim Research Director

Additionally:
• CDHE Medical Director National Search ongoing
• New Child Health Equity Institute Director search
• New UW SOM Center for Indigenous Health
The Health Equity Research Program at the Center for Diversity and Health Equity is a multidisciplinary, collaborative child health equity research hub for information, resources, talent, expertise, data and partnership for expanding child health equity research at Seattle Children’s and beyond. The program offers research support to residents and fellows.
Sponsored by UW Department of Peds, the JEDI committee is committed to championing equity in all forms for the faculty and staff of the department, as well as advancing anti-racist actions and policies within the department and the communities served. The JEDI committee additionally partners with individual Division EDI committees.
Seattle Children’s employees

**Medical Staff Racial/Ethnic Diversity**

<table>
<thead>
<tr>
<th>Race</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>2 or More races</td>
<td>61.1%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>16.9%</td>
</tr>
<tr>
<td>Asian</td>
<td>6.8%</td>
</tr>
<tr>
<td>American Indian and Alaska Native</td>
<td>5.3%</td>
</tr>
<tr>
<td>Hispanic/Latinx</td>
<td>2%</td>
</tr>
<tr>
<td>Native Hawaiian and Other Pacific Islanders</td>
<td>0.3%</td>
</tr>
<tr>
<td>Prefer Not to Say</td>
<td>0.3%</td>
</tr>
<tr>
<td>White</td>
<td>4.4%</td>
</tr>
</tbody>
</table>

**University of Washington Residents and Fellows Racial/Ethnic Diversity**

<table>
<thead>
<tr>
<th>Race</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
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<td>50.4%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>20.3%</td>
</tr>
<tr>
<td>Asian</td>
<td>9%</td>
</tr>
<tr>
<td>American Indian and Alaska Native</td>
<td>6.8%</td>
</tr>
<tr>
<td>Hispanic/Latinx</td>
<td>6.6%</td>
</tr>
<tr>
<td>Native Hawaiian and Other Pacific Islanders</td>
<td>1.5%</td>
</tr>
<tr>
<td>Prefer Not to Say</td>
<td>1.1%</td>
</tr>
<tr>
<td>White</td>
<td>2.3%</td>
</tr>
</tbody>
</table>

Data as of 2023
# Seattle Children’s patients

## Our Patients

Our workforce is dedicated to providing compassionate care to every patient we serve.

## Demographics

<table>
<thead>
<tr>
<th>Demographic</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>2 or more races</td>
<td>6.4%</td>
</tr>
<tr>
<td>American Indian and Alaska Native</td>
<td>11.9%</td>
</tr>
<tr>
<td>Asian</td>
<td>6.1%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>19.2%</td>
</tr>
<tr>
<td>Hispanic/Latinx</td>
<td>6.8%</td>
</tr>
<tr>
<td>Native Hawaiian and other Pacific Islanders</td>
<td>43.6%</td>
</tr>
</tbody>
</table>

Data as of 2022
Languages at Seattle Children’s

Among the 12.9% of patients who speak a language other than English:

- Spanish
- All others
- Vietnamese
- Somali
- Mandarin
- Ukrainian
- Tigrinya
- Russian
- Arabic
- Amharic
- Cantonese

Data for fiscal year 2022
Seattle Children’s Antiracism activities

- Anti-racism Organizational Change Plan established, fall 2020
- Health Equity, Diversity, Inclusion Council formed spring 2021
- Ongoing quarterly reports on progress toward goals
- BRIM: Bias Reduction in Medicine faculty training
- Seattle Children’s Research Institute Anti-Racism Council
- Hospital-wide Inclusion Networks

Parallel resources at the University of Washington

- UW Center for Health Equity, Diversity, and Inclusion: [http://cedi-web01.s.uw.edu/](http://cedi-web01.s.uw.edu/)
- UW School of Medicine DEI resources: [https://faculty.uwmedicine.org/diversity-equity-and-inclusion/](https://faculty.uwmedicine.org/diversity-equity-and-inclusion/)
- UW Medicine pledge to fight racism: [https://www.uwmedicine.org/pledge-against-racism](https://www.uwmedicine.org/pledge-against-racism)
Thank you for your interest in the University of Washington / Seattle Children’s training programs!

Please contact us with any questions:
- Residency applicants: XXX@seattlechildrens.org
- Fellowship applicants: XXX@seattlechildrens.org

Add your program's contact information