Equity, Diversity & Inclusion
Philosophy & Resources

Background: The Department of Medicine (DoM) at the University of Washington is committed to recruiting a diverse group of physicians to our residency program and preparing our residents to care for increasingly diverse patients. In this context, we are mindful of all aspects of human identity such as socioeconomic status, race, ethnicity, sexual orientation, gender, spiritual practice, geography, ability, and age.

Philosophy: Diversity as a core value encompasses inclusiveness, mutual respect, and multiple perspectives. Inclusion is a critical element for successfully achieving diversity. Our objective is to create a milieu that fosters belonging, respect, and value for all and encourages engagement and connection throughout the institution. Inclusion is achieved by nurturing the climate and culture of the program through professional development, education, policy, and practice.

We believe that diversity enhances the educational climate and that educational outcomes are directly improved as a result. Moreover, we believe that the constantly changing demographics locally, regionally, nationally, and internationally make it imperative that the program create a workforce for the future that is capable of understanding, communicating and providing service to individuals from diverse backgrounds. In this way, diversity enhances creativity and thoughtfulness in our patient care and scholarship, and serves as a catalyst for change ultimately resulting in greater health care equity and a reduction in health care disparities. This eventually leads to better solutions to the healthcare needs of the populations we serve.

Finally, our program is committed to delivering curriculum for all our trainees that emphasizes the structural determinants of health affecting our patients. Structural determinants of health are the foundation of healthcare inequities and a cause of health disparities experienced by patients.

Commitment: We are committed to increasing the diversity of our housestaff and our faculty for the years to come, ensuring the success of our trainees who come from backgrounds underrepresented in medicine, and educating all of our residents on the inequities that diverse patients continue to experience.

Resources:  
- Resident Diversity Committee  
- UW DoM Diversity Council  
- UW DoM Visiting Resident Scholars Program  
- UW DoM Visiting Scholar Program for Underrepresented Medical Students  
- UW Network of Underrepresented Residents and Fellows (NURF)  
- UW School of Medicine Center for Health Equity, Diversity, and Inclusion