Our aim is to promote cultural diversity in medicine through community involvement, mentorship, professional networking, cultural humility education, and recruitment of underrepresented students, residents, and fellows into Medicine.

Who we are

The University of Washington Network of Underrepresented Residents and fellows (UW-NURF) is a resident and fellow run organization founded in the Fall of 2010.

The organization is a diverse body of residents, fellows and faculty representing all specialties. UW-NURF is sponsored by the Office of Graduate Medical Education (GME) and the Center for Health Equity, Diversity and Inclusion (CEDI).

Our mission

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UW NURF Executive Board

Helen Stankiewicz Karita, MD
Infectious Disease Fellow
Chair

Daniel Gallego, MD
Pathology Resident
Vice-Chair

Patricia Egwuatu, MD
Family Medicine Resident
Secretary/Treasurer

Education Chair, MD
Ken Nudgga-Kabuye
Medical Genetics Fellow

Past Chairs

2010–2012 Margaret Onwuka Towolawi, MD (Founder) - Family Resident
2012–2013 Kyle Comrie, MD - Physical and Rehabilitation Medicine Resident
2013–2014 Lisly Cherie, MD - Urology Resident
2014–2015 Brandon Haynes, MD - Urology Resident
2015–2016 Estell Williams, MD - Surgery Resident
2016–2017 Shannon Cannon, MD - Urology Resident

Executive Board 2018-2019

-Chair: Patricia Egwuatu, MD - Family Medicine Resident
-Vice-Chair: Kenneth Nudgga-Kabuye, MD - Medical Genetics Fellow
-Education Chair: Sherise Epstein, MD - Otolaryngology-Head and Neck Surgery Resident
-Social Media Chair: Kasee Houston, MD - Pediatric Resident
-Community Outreach Chair: Tokunbo Akande, MD - Clinical Informatics Fellow
-HQSC-NURF Chair: Ashley Eaves, MD - PM&R Resident
-Secretary/Treasurer Chair: Courtni Salinas, MD - Anesthesia & Pain Medicine Resident

Advisors/Sponsors

Dr. Byron Joyner
Vice Dean for GME
Designated Institutional Official, UW

Dr. Leo Morales
Chief Diversity Officer, UW

Nora Coronado
Director of Community Partnership and Development, CEDI, UW

Collaborators

-UW Graduate Medical Education (GME)
-UW Center for Health Equity, Diversity and Inclusion (CEDI)
-Committee on Minority Faculty Advancement (CMFA)
-Doctor-for-a-Day Organization (DFAD)
-Student National Medical Association (SNMA)
-Latino Medical Student Association (LMSA)
-Minority Association of Pre-Health Students (MAPS)
Fall Welcome Reception

Date: September 17, 2017
Location: UW Waterfront Activity Center.

Keynote Speaker: John Vassall, MD, FACP

This event was the first kick-off reception of NURF to welcome medical students, residents, fellows, and faculty to the new academic year. Dr. Vassall provided an interactive talk discussing health equity and inclusion in the current political era.

Town Hall Meeting

“Cultural Humility in Healthcare”
Date: August 30, 2017
Location: UWM, Room RR202
Speaker: Byron Joyner, MD

The NURF town hall meeting was led by Dr. Joyner who provided an overall review of cultural humility and discussed several challenging cases encountered during residency and fellowship. The session provided an opportunity to discuss various cultural issues that directly affect resident/fellow, patient care and hospital service.

Diversity Lecture Series

NURF hosted four lectures with invited speakers that provided insight into multicultural issues that impact the UW Community.

“Breaking Down Gender from Cis to Trans”
October 8, 2017 - Turner Auditorium
Speaker: Dina Greene, MD

Dr. Greene had a well attended talk about providing sensitive health care to transgender patients. She provided basic definitions, reviewed hormonal therapy, laboratory studies, and different challenges that patients face during an ER visit, inpatient hospitalization, and outpatient clinic visits. After the lecture there was a thoughtful discussion about different topics with an engaged audience.
“Multiple Diversities: A Conversation”
March 6, 2018 - Turner Auditorium
Speaker: Dr. Sandra C. Walker
Dr. Walker engaged participants in dialogue of identities (race, gender, sexual orientation, etc.) on our experiences as individuals, professionals, and colleagues as we interact with our peers and patients.

“I am excited to take back to my department the idea of putting research studies in cultural and historical context.”

“Implementation of Cultural Competency and CLAS Standards Training in Solano County”
April 30, 2018 - Turner Auditorium
Speaker: Sergio Aguilar-Gaxiola, MD, PhD.

Dr. Aguilar-Gaxiola is an internationally renowned expert on mental health of racial/ethnic populations. The focus of the presentation was his work in partnership to jointly develop and implement the Solano County Cultural Transformation Model to improve access to and utilization of mental health services by Latino, Filipino, and LGBTQ populations. This work is part of the Center’s 5 1/2 year, $6 million CA state-funded project and has led to effective collaborations of best practices for community-defined evidence for underserved populations in Solano County. Additionally, comprehensive cultural health assessments were conducted in 2016 and 2017 to collect extensive qualitative data via stories, histories, and strengths of the Latino, Filipino American, and LGBTQ communities, Solano County leadership, and community-based organizations.

“This lecture was co-sponsored by NURF, CEDI, and Latino Center for Health.”

“Standing at the Crossroad: Personal and historical reflections on racism, medicine, and bioethics.”
December 12, 2017 - Turner Auditorium
Speaker: Vanessa Northington Gamble, MD, PhD.
Dr. Northington Gamble is a University Professor of Medical Humanities at George Washington University. She is the first woman and African American to hold that prestigious, endowed faculty position. In her moving talk, she shared her personal and professional career story including her life as a black child dreaming of becoming a physician, being the only black medical student, resident, and faculty woman; and a brief overview of the “Syphilis Study” and the HeLa cell line use in medical research. Approximately 65 medical students, residents, fellows, and faculty attended this event.

“I am excited to take back to my department the idea of putting research studies in cultural and historical context.”

“Such an empowering event”

Dr. Aguilar Glaxiola during his presentation at Turner Auditorium
Dr. Northington Gamble sharing with the UW audience
Dr. Walker engaged in a deep dialogue with the audience
HQSC-NURF Health Equity Conference

“Applying Quality Improvement Principles to Healthcare Equity”

March 21, 2018 - R&T Building, HMC
Speakers: David Flum, Associate Chief Medical Officer & Dr. Leo Morales, Chief Diversity Officer.

This was the first joint Housestaff Quality & Safety Committee (HQSC)-NURF conference with the goal to encourage an interdisciplinary interaction for trainees interested in Healthcare Equity and Quality Improvement (QI) and align healthcare equity and QI efforts with institutional goals. During this meeting, participants brainstormed QI solutions to develop trainee-led projects to address Healthcare Equity within the UW system.

The small groups were the following:
- Chronic Disease, led by Dr. Rudy Rodriguez
- End of Life, led by Dr. Erin Kross
- Infectious Disease, led by Dr. Paul Pottinger
- Injury Prevention, led by Dr. Monica Vavilala
- Language Access, led by Dr. Yvonne Simpson
- Surgery, led by Dr. David Flum
- LGBTQ, led by Dr. Corinne Heinen

Speed Mentoring

March 20, 2018 at Vista Café, Foege Hall.

This event was hosted for medical students to meet faculty, residents, and fellows from various medical specialties. Students had short rotating sessions to ask questions about career in the different medical fields, training options and experiences, and advice was offered on how to be successful during clerkships and sub-internships.

This event has been held each year for the last eight years to provide a beneficial educational and networking experience for medical students of all levels.

The following programs participated during the 2018 Speed Mentoring:
- Pathology
- Infectious Diseases
- Radiology
- Emergency Medicine
- Family Medicine (UW, Kaiser Permanente, and Swedish First Hill Programs)
- Obstetrics
- Genetics and Genomics
- Orthopedics
- Pediatrics
- Peds FM&R
- Gastroenterology and Hepatology
- Neurological Surgery
- Geriatrics
- General and Breast Surgery
- Psychiatry
- Internal Medicine

“Useful opportunities for students to learn about different specialties, especially questions students may not feel comfortable asking on service.”

“I liked the networking, got a lot of cards & people were super nice & inviting. Felt like I got a good snapshot of a lot of specialties.”
SNMA West Regional Conference

“Community and Medicine: Highlight and Centering the Strengths of Communities”

November 10-11, 2017 UW Campus

The SNMA Regional meeting was held at the University of Washington Campus bringing together more than 200 high school, premedical, and medical students from underrepresented backgrounds. NURF members had an active role organizing this event:

#NURF Sponsored Reception and Networking/Mentoring for medical students: This event was held on November 10, 2017 at Vista Cafe.

#Conference Workshops: Residents/Fellows led multiple workshops during the conference including for ultrasound, suturing, intubation and patient interviewing.

#Residents/Fellows Panel Discussion: Residents and fellows led panel to share their experiences in their journey to motivate the visiting and local students.

#NURF, GME, CEDI Exhibit table: Tabling to distribute brochures, information about GME residency programs, visiting scholar programs, and networking.

SNMA National Conference

March 28-31, 2018 - San Francisco Marriott Marquis Hotel.

Twelve NURF members attended the SNMA National Conference representing the UW. NURF members had the opportunity to interact with Medical Students, Pre-Med Students and residents from all over the country. This gave us the opportunity to introduce individuals to the UW and what we can offer them for post graduate medical education.

Residents/faculty who participated in this conference:
- Patricia Egwatu, from Family Medicine
- Preetma Kooner, Michelle Treadwell, Elijah Burbank, Brian Truong, and Priya Deshpande from Anesthesia & Pain Medicine.
- Segen Akliku and Tolu Ashimolowo from Radiology

LMSA West Regional Conference

March 2, 2018 - UCLA, Los Angeles.

NURF members represented the UW during the Latino Medical Student Association (LMSA) West Conference. Approximately 200 pre-med and medical students from the West Coast participated in this event. NURF had a booth at the Professional Career Exhibit where approximately 50 students stopped by our table for information about UW Residency and Fellowship programs.

4 Residents participated in this conference:
- Meghna Shah and Megha Shankar from Internal Medicine
- Patricia Ojeda and Maria Quezada from Radiology

Megha, Meghna, Patricia, and Maria during the LMSA West Regional Conference.

Courtini Salinas leading the intubation workshop

Courtini during the panel discussion

Residents and faculty representing UW during SNMA

Residents and faculty representing UW during SNMA

NURF Exhibit table

NURF Exhibit table
Doctor for a Day (DFAD)

DFAD is an outreach program that provides youth of color exposure to medical and health professions careers through high-quality, hands-on workshops. DFAD is a collaboration with SNMA, NURF, and CEDI. Faculty, residents, and fellows volunteered leading multiple workshops include intubation, suturing, pathology, physical exam, among others.

DFAD 2017-2018:
#September 23, 2017 Boys and Girls Club, Rainier Vista.
#February 3, 2018 Africatown
#March 3, 2018 at WISH Lab, HMC
#May 12, 2018 Federal Way Ron Sandwith Teen Center
#April 14, 2018 Dale Turner YMCA Shoreline

Resident/Fellow Panel Events

NURF members participated in numerous Panel Discussion hosted by different organizations. These events provided an opportunity for high-school, undergrad, and med students to ask questions about the process of getting into medical school, residency, and fellowship and to learn what attracted the panel participants to their field. The panel also allowed students to ask about what life is like as a resident/fellow and as a professional from an underrepresented background.

Resident/Fellow Panel 2017-2018:
#November 11, 2017: RMEC Conference
#February 1, 2018: Association of Minority Professionals Career Panel
#February 3, 2018: UW Minority Association of Pre-Health Students (MAPS) Conference
#March 17, 2018: College Success Foundation Opportunities in Health
#May 15, 2018: MAPS Meeting

Med Student/ Resident/Fellow Socials

NURF members meet with local and visiting medical students and sub-interns monthly to socialize, provide coaching/mentoring, as well as promote recruitment and networking.

Advocacy

NURF member participated in the National Hispanic Medical Association in Washington D.C. which included a Congressional Meeting at Capitol Hill to discuss and advocate for minority health priorities, including cardiovascular disease, HIV and language access in healthcare.
Recruitment Materials

In 2016, NURF proposed the creation of unified recruitment materials with information regarding different residency and fellowship programs at UW. In 2018, we printed the NURF and Diversity Visiting Sub-Internship brochures. Additionally, a banner for NURF was printed. These materials were used during RMEC, LMSA, and SNMA conferences. Currently, we are creating brochures for each of the GME residency and fellowship programs with the goal to have these unified materials ready for 2018-2019 recruitment events.

End-of-Year Celebration

May 23, 2018 - Osteria La Spiga

NURF members celebrated the successes achieved during the academic year with a delightful dinner at Osteria La Spiga in Capitol Hill. We also celebrated and congratulated NURF members who were graduating from their residency/fellowship programs.

Thank you!

The NURF executive team thanks GME and CEDI for their guidance, financial and administrative support. We also appreciate the participation and collaboration of all NURF members: the mission of this organization could not be achieved without your participation. Finally, we would like to thank our multiple institutional and community partners that collaborated with NURF during this academic year.

We look forward to the next academic year with enthusiasm and we hope to continue our mission to promote cultural diversity in medicine.

Thank you!