



The **Barbara Ross-Lee, DO Diversity, Equity, and Inclusion Award** celebrates initiatives in which diverse learners are developed, diverse faculties are constructed, and the graduate medical education community embraces differences and highlights them as examples of what is achievable. The award recognizes ACGME-accredited Sponsoring Institutions and programs, as well as specialty organizations, working to diversify the underrepresented physician workforce and create inclusive workplaces that foster humane, civil, and equitable environments.

**Seattle Children’s Hospital, University of Washington Pediatric Residency Program**



**Seattle Children’s**  
HOSPITAL • RESEARCH • FOUNDATION

**Nominators Had This to Say:**

“The UW Pediatric Residency began efforts to recruit a diverse house staff with the formation of the residency Diversity

Committee in 2003 in response to an anti-affirmative action law passed by voters in Washington. Through these efforts, led by our residents and supported by myself and other faculty, we developed the first funded visiting sub-internship program for students applying in pediatrics from backgrounds underrepresented in medicine (UiM). We involved our resident Diversity Committee in reviewing our marketing materials to make sure we were representing an inclusive view of Seattle, our program and patients and in over-reading any applications from applicants that were initially not offered interviews to ensure a more holistic application review.”

“The Pediatric Residency Program has recently developed a longitudinal curricula in inclusion, equity, and diversity (INCLUDE) which has been a national model for other pediatric programs. Recently, this program has been asked to present their curriculum at the Association of Pediatric Program Directors Fall Meeting in partnership with the UiM in the GME learning community.”

“The University of Washington Pediatrics Residency Program has a long and sustained commitment to excellence through recruiting, training, and retaining a diverse health care workforce with a focus on health equity as a core value to providing the best possible care for children and families. We can think of no program more deserving of this award given their innovations in this area along with the dissemination to other pediatric programs nationally and other specialty training programs in the UW system.”