



UW OFFICE OF HEALTHCARE EQUITY PATHWAYS

2021-2025 REPORT

THE PATHWAYS TEAM

Dr. Peter Asante, Black Health Justice Pathway Faculty Director
Dr. Jason Deen, Indian Health Pathway Faculty Director (2021-2024)
Dr. Joseph Nelson, Indian Health Pathway Faculty Director (2024-present)
Dr. Corinne Heinen, LGBTQ+ Health Pathway Faculty Director
Dr. Daniel Cabrera, Latinx Health Pathway Faculty Director
Dr. Sabreen Akhter, Community-focused Underserved Urban Scholars Program (CUSP) Faculty Director
Holly Kennison, Program Director: OHCE Pathways and Community Urban Scholars Program
Millie Kennedy, Tribal Liaison
Quin Nelson, Program Operations Specialist

OFFICE OF HEALTHCARE EQUITY LEADERSHIP

Dr. Bessie Young, Vice Dean, Equity Diversity & Inclusion
Dr. Paula Houston, Chief Equity Officer
Aric Ho, Director of Strategy & Operations

WELCOME



UW Office of Healthcare Equity host the Pathways programs, which were designed to engage medical students interested in learning more about diverse populations, disparities in health that ensue due to social determinants of health, and community resilience and activation in the face of exceptional challenges in health and access to healthcare. The pathway programs have always been student and community driven and were instituted by faculty and students with community in mind. The students who decided to enroll and complete these pathways are dedicated to improving the health of the public, the primary mission of the UW School of Medicine and UW Medicine. We honor both students and faculty who initiated these pathways and program, the faculty who have educated and mentored students, and the many students over the years who have completed the pathways programs.

Bessie Young, MD, MPH

Vice Dean for Equity, Diversity, and Inclusion, and Medical Director,
Office of Healthcare Equity
Professor of Medicine, University of Washington

Paula Houston, Ed.D., MHA

Chief Equity Officer, Office of Healthcare Equity
Associate Vice President for Medical Affairs
Affiliate Professor, Department of Family Medicine





OVERVIEW

The Office of Healthcare Equity is humbled and grateful to host **four of UW Medicine’s pathways programs: Indian Health Pathway, the Latinx Health Pathway, LGBTQ+ Pathway, and the Black Health Justice Pathway.** OHCE also directs the **Community-Urban Scholars Program**, which engages students applying to medical school to form a cohort dedicated to urban and historically marginalized communities.

Collectively, **these pathways and programs represent a crucial commitment to addressing systemic health inequities**, equipping future physicians with the specific knowledge and cultural humility needed to provide exceptional care and advocate for underserved populations throughout the WWAMI region.

The four pathways have undergone significant transformations over the past four years, since the beginning of the COVID-19 pandemic—adapting to meet the needs of our communities and growing due to the considerable energy and advocacy of students in the School of Medicine who recognize the necessity of this work.

	Indian Health Pathway	Latinx Health Pathway	LGBTQ Health Pathway	Black Health Justice Pathway	CUSP
Graduating Years In Existence	31	14	4	NA	4
Number of Graduates (Total)	141	159	34	NA	6
G2021	11	8	13	NA	
G2022	13	9	11	NA	
G2023	11	8	12	NA	4
G2024	10	7	13	NA	3
G2025	13	4	13	4	5

The Indian Health Pathway is the **longest standing pathway at the UW School of Medicine**, founded in 1992 by Dr. Walt Hollow (Assiniboine-Sioux). Led by Dr. Joseph Nelson, the IHP continues to offer meaningful educational opportunities for students eager to care and **advocate for Native American individuals and communities**. These opportunities include coursework, community advocacy/service, scholarship, clinical rotations, and work with traditional Indian medicine preceptors and health professional providers.

2024-2025 HIGHLIGHTS



The Indian Health Pathway welcomed Dr. Joseph Nelson (Yakama) as Director, succeeding Dr. Jason Deen (Blackfeet), who led the pathway for nine years and now co-leads the Center for Indigenous Health, where he remains an IHP collaborator



The IHP OHCE team supported three students in attending the 2024 AAIP (Association of American Indian Physicians) Conference in San Diego, providing opportunities for networking, mentorship, and professional growth



The IHP held their annual Blanket Ceremony to honor 13 graduates in May 2025



Dr. Nelson taught UCONJ 530 Issues in Indian Health: Past, Present, and Future in Winter 2025

LEARNING GOALS & OBJECTIVES:



Prepare both Native and non-Native medical students for careers in AI/AN health



Encourage research on AI/AN health issues



Enhance curriculum on AI/AN health issues at the University of Washington School of Medicine

“

I really appreciate all the hard work that has gone into making this an awesome class. I knew it would be an interesting class, but it ended up being so much more and I really feel fortunate that I got to be part of it. Thank you so much.

Quote from UCONJ 530

INDIAN HEALTH PATHWAY



BLACK HEALTH JUSTICE PATHWAY

THE BLACK HEALTH JUSTICE PATHWAY WAS CO-CREATED BY E19 STUDENTS:

The Black Health Justice Pathway was initiated and created by four medical students from the E-2019 cohort: Jasmine Gault Briceno, L'Oreal Kennedy, Jeremiah Sims, and Eileen Li. The first curriculum received official approval in November 2021. By December 2021, the pathway collaborators had hired Dr. Peter Asante. In winter quarter 2022, the pathway welcomed its first admitted students.

The pathway offers educational opportunities and experiences that include **coursework, scholarship, modules, community service and advocacy, expansive student leadership**, and a **pathway-specific clinical rotation** shaped by student-centered ideas and engagement.

2024-2025 HIGHLIGHTS:



The Black Health Justice Pathway hosted **community gatherings** in the spring and fall



The pathway **welcomed a new cohort of participants** this past December 2024



FAMED 525 African American Health Disparities, initially developed by Dr. Ali Thomas and Dr. Patricia Egwuatu in 2023 in conjunction with the BHJP student leadership, was led in Fall 2024 by Dr. Peter Asante and Dr. Patricia Egwuatu



PEDS 614: Advocacy and Community Partnerships, led by Dr. Esther K. Chung and Dr. Michelle Terry, guided BHJP 4th-year students through seminars, clinical rotations, and community advocacy

LEARNING GOALS & OBJECTIVES:



Provide a history of the Black population and the systemic racism that has led to their oppression



Learn to provide effective and compassionate medical care to Black patients



Foster collaboration between community organizations and the UWSOM that emphasizes active community involvement



Investigate disparities and improve the health of Black communities locally

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Established in 2008, the Latinx Health Pathway continues to offer meaningful educational opportunities for students eager to care and advocate for Latinx individuals and communities. **These opportunities include coursework, community advocacy/service, scholarship, mentorship, and clinical rotations.** This pathway was most recently directed for the past eight years by Dr. Dan Cabrera, who departed this spring.

2024-2025 HIGHLIGHTS



LHP again held a wrap-up session for fourth-year medical students during the UWSOM transition to residency in Seattle, where students met to reflect on the pathway and how they'll carry the experience into their careers



The UW School of Medicine, in partnership with OHCE and a generous donation from SeaMar-Seattle, was able to send a contingency of students to the LMSA national conference in Los Angeles, CA.



Starting in 2007, MED 557 Latinx Health Disparities was taught in Fall 2024 by longtime instructor Dr. Rudy Rodriguez



FAMED 556 Spanish for Healthcare Professional welcomed Yvonne Simpson from Harborview Medical Center as the core faculty in Spring 2025



Eight LHP students graduated in 2025

LEARNING GOALS & OBJECTIVES:



Prepare both Latinx and non-Latinx medical students how to provide cultural-responsive care to Hispanic communities



Enhance curriculum on Latinx health care issues and disparities at the University of Washington School of Medicine



Encourage research on Latinx health issues and disparities

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Thanks again for your sponsorship from the OHCE. I attached some photos of the group that attended from this weekend. We represented our region with pride, dedication and respect. We can't thank you enough for the support.

Quote from LMSA Attendee

LATINX HEALTH PATHWAY



LGBTQ HEALTH PATHWAY

Established in 2017 by two MSTP students and directed by Dr. Corinne Heinen, the LGBTQ+ Health Pathway creates educational opportunities and experiences for medical students to enable developing medically competent and **culturally responsive care for the LGBTQ+ population** through focused classes, on-line modules, community advocacy/service, and clinical rotations. The pathway has done nothing but grow exponentially in size, interest level, and engagement in ongoing grassroots campaign on the ground-level.

2024-2025 HIGHLIGHTS



The 4th year outpatient rotation focusing on LGBTQ+ health has added preceptors to increase options for students to seek experiences consistent with their interests



The student leadership has continued to expand the available modules for individual study to include gender affirming care modules and HIV/AIDs proactive studies



The pathway expanded available slots due to student interest to 15 applicant spots per year



FAMED 561: Introduction to LGBTQ Healthcare Disparities, taught and designed by LGBTQ Pathway Director Dr. Corinne Heinen, welcomed a strong cohort of 41 students in Fall 2024



CONJ 570 Clinical Management of Transgender Patients was taught in Winter 2025 by new faculty lead Dr. Robin Christian



The pathway welcomes a new cohort of participants December 2024 of 15 new LGBTQ Pathway students

LEARNING GOALS & OBJECTIVES:



Develop an awareness of the health disparities that face the LGBTQ community



Learn to provide effective and compassionate medical care to LGBTQ patients and address their unique health concerns



Learn to deliver non-judgmental care through understanding and empathy for LGBTQ patients

“

Thanks for an excellent class. This is so important for all healthcare professionals, and should be required.

Quote from class

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The mission of CUSP is to improve the health of urban underserved communities in our region by recruiting students who reflect the communities they will serve. CUSP aims to develop a workforce of diverse physician leaders in under-resourced urban communities in the WWAMI region by training physicians who are prepared for careers in urban underserved medicine.

2024-2025 HIGHLIGHTS



There are currently 18 CUSP scholars with four having completed all CUSP requirements and set to graduate and match this year into various specialties



CUSP first and second year medical students all have primary care provider sites serving urban-underserved communities



Ensured CUSP student priority placement in core clinical clerkships in designated urban underserved sites for Family Medical, Pediatrics, Internal Medical, Surgery, and Psychiatry



CUSP MS2s presented abstracts and papers on summer Rural Underserved Opportunities Program/ Independent Investigative Inquiry projects, covering topics like Naloxone use during EMS calls, connecting East-African patients to perinatal resources, and access to reproductive care for refugee and immigrant communities



Quarterly community-building meetings continue for all CUSP students

FUTURE DIRECTIONS

Since 2023, CUSP scholars apply to the program and are offered admission to the program as part of their UW Medical School admission process.



The CUSP Student Leadership Committee continues to work with the CUSP Director, Dr. Sabreen Akhter to plan for a CUSP-sponsored non-clinical elective (open to all UWSOM health sciences students) with a plan to begin offering the course in 2026.



Planning in progress with the Dean of Curriculum and others to develop a longitudinal clinical site focused on urban-underserved communities (in the model of the TRUST/WRITE program) for core CUSP clerkships

COMMUNITY-FOCUSED URBAN SCHOLARS PROGRAM



LOOKING AHEAD

While these programs, as well as others housed in different departments, offer UW students so much, there is also a recognition that more needs to be done. Two additional pathways have been approved, and will come to fruition in the coming years through the collaborative work of the OHCE, UWSOM, and student and faculty leaders. The ANHPI (Asian/Native Hawaiian/Pacific Islander) Pathway has been approved, as has the Sexual and Reproductive Health Pathway. These pathways will further enrich the student experience and equip students with additional education to best serve all communities.

We invite you to follow the progress of our students on their journey to becoming outstanding physicians!

WEBSITE: [Office of Healthcare Equity UW Medical School Pathways - Office of Healthcare Equity](#)

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