1. **Student access and opportunities:**

The Graduate Program in the Department of Medical Education and Biomedical Informatics (MEBI) was recently developed and is now establishing its identity on the UW campus. As a small academic program with limited resources we intend to work closely with GO-MAP as a central resource, as well as the Office of Multicultural Affairs in the School of Medicine and the Diversity Committee in the Information School, to leverage opportunities for minority student recruitment and retention. In addition we will be collaborating with the EEO office at the National Library of Medicine to address the issue of underrepresentation of minorities in NLM training programs in general.

2. **Student development and retention:**

The MEBI Graduate Program mentors to students’ needs and factors in the unique needs of minority students. Our course work and training is relevant to disadvantaged students’ backgrounds. We have been successful in recruiting students who are going through mid-career changes.

Several of our faculty are active in student development and retention as follows: Doug Schaad mentors minority students’ School of Medicine Triple I (formerly called ISMS) projects. He also collaborates with the Research Advisor in the Office of Multicultural Affairs. Lynne Robins chairs the year-long Teaching Scholars Program that brings together learners from faculty throughout the health science disciplines. Donna Ambrozy chairs the Faculty Development Workshops that are offered to all Health Sciences faculty, and attract a number of women and junior faculty members.

3. **Engagement with the external community:**

On the international front, MEBI hosts several international scholars each year, primarily from China and Mongolia. Our graduate program participates in the Fogarty program whereby we receive students from South America.

Our graduate program has ties to projects that include outreach in areas such as diabetes research at Harborview Medical Center, and Native American studies. Our summer undergraduate research program values diversity and is committed to promoting respect for the rights and privileges of others, understanding and appreciation of human differences, and the constructive expression of ideas.
Faculty member, Jan Carline, has done extensive research in underserved students’ access to medical school and has authored two articles in ACADEMIC MEDICINE on same.

We work with WWAMI colleagues on courses and faculty teaching evaluations. Our faculty are involved with minority medical education, Native American Centers of Excellence, telemedicine, public health and surveillance, underserved populations, women of diverse backgrounds, and faculty development, to name a few.

4. **Staff and administrative diversity:**

MEBI has retained one Native American staff member for the past 20+ years. The majority of our graduate student research assistants are women, many being foreign-born. Diversity among our staff is valued. We have monthly staff meetings during which staff are encouraged to collaborate with their co-workers and to discuss workplace concerns. We do regular team-building exercises among the staff.

5. **Faculty diversity:**

Academic affiliations of faculty engaged in informatics research include four health sciences schools (Medicine, Nursing, Pharmacy, Public Health and Community Medicine) as well as Computer Science and Engineering, and Library and Information Science (the Information School).

Two out of the last 6 faculty hired for our Division of Biomedical and Health Informatics have been women. Four out of the last 5 faculty hired in our Division of General Medical Education have been women.

We have recently recruited a Native American woman to a faculty position, upon completion of her NLM fellowship in our Biomedical and Health Informatics Division. She will be working in the Office of Multicultural Affairs part-time in mentoring medical students and in supporting research projects related to Native American healthcare.

Our faculty have a number of roles in diversity: Lynn Mandel is on the Women in Medicine Committee. Jan Carline serves on the HCOP (Summer Medical Education Program). Doug Schaad serves on the Advisory Board of the Office of Multicultural Affairs. Donna Ambrozy is active in the Native American Center of Excellence and on the Women in Medicine Committee. Lynne Robins has received the Career Development Award from the AAMC. Grace Landel was the first physician assistant to receive a national BHP scholarship.

The MEDEX Northwest Physician Assistant Training Program gives an annual award for promoting diversity.

6. **Curriculum and research:**


MEBI offers a modular curriculum designed to accommodate different levels of training. Our research projects focus on the underserved and at-risk populations including Native American health, and telemedicine service to rural communities. We have appointed a number of faculty members from the WWAMI/BRIN consortium to bring research opportunities to a wider area.

MEBI faculty participate in the freshman seminar in health care ethics and promotion of minority interest in health care.

7. Climate:

The Department of Medical Education and Biomedical Informatics values diversity in its faculty, staff, and students. We are a growing department and we look forward to continuing to populate our department from a diverse background of individuals. We truly value the contribution that each individual makes to the department and we embrace different perspectives and abilities. We believe that the blend of different ideas gives us a body of resources whereby each individual can attain his/her own goals while contributing to the common good of the department.