1. Student Access and Opportunities
   a. Graduate Students
      Department faculty who engage in laboratory research provide training to graduate
      students. Diversity of those students is provided by the primary department affiliate.
   b. Residents
      The method to evaluate and rank residents in the national match stresses diversity of
      ethnicity, gender, class, geography and indigenous status during the review process.
      The success of this process is the selection among the 24 current residents (six per
      year) of one black, three Asian, two East Indian, six males and twenty females. Five are
      from the East Coast, nine are from the Midwest and two from outside the Northwest and
      two are foreign born. There are no current indigenous people in the program.
   c. Fellows
      We currently have nine fellows, including three females who were selected under strict
      NIH guidelines of diversity for training grants.
      Of the nine fellows, three are Asian, five are female, four are from east of the
      Mississippi, four from the West and one from the University of Washington.
2. Student Development and Retention
   Each resident and fellow selects their program from a national match to fit their individual needs.
   We provide training, mentorship and support to fully provide the training in our educational
   programs. Residents and fellows are provided close daily and formal bi-yearly assessment of
   their development. Retention is high. Only when residents decide this specialty is not for them
   do they not finish.
3. Engagement with the External Community
   Our students, residents, fellows and faculty have constant contact with the external community
   through patients served, through teachers in the community and through contact with the
   national and international academic community.
   We serve patients in the community with a vast array of ethnic and cultural backgrounds at
   Harborview, at the Columbia Health Clinic, in Yakima, in King County Public Health Department
   sites, at the Seattle Cancer Care Alliance and at the University of Washington Medical Center.
   Residents and fellows interact with teachers in the community at Virginia Mason, Swedish
   Hospital, Providence Everett Medical Center and Providence Seattle.
Our faculty interact with physicians in Seattle and the state on a daily basis over patient care issues, with state community leaders in research and education and with other members of the academic community nationally and internationally through research and other meetings.

4. Staff and Administrative Diversity
The Department of Obstetrics and Gynecology stresses diversity for hiring, promotion and retention. The department has 27 administrative staff and 48 research staff. The department carries recruitment for diversity forward from the human resources selection process.

5. Faculty Diversity
The Department of Obstetrics and Gynecology has 57 faculty who represent exceedingly diverse groups. Included are three Asians, one Middle Eastern, 27 women and 26 from outside Washington State. We very actively seek minority applicants (see Climate, #7, below).

6. Curriculum and Research
The curriculum consists of medical student rotation curriculum on basic principles of obstetrics and gynecology. The resident curriculum consists of both didactics and practical training.

7. Climate
The Department of Obstetrics and Gynecology continues their commitment to promote the recruitment of physicians from multicultural groups currently underrepresented in medicine and biomedical research, including Blacks, Hispanics, Native Americans, and Pacific Islanders. We will continue to use programs in place at the University of Washington to recruit minorities at the graduate and professional level.

We utilize the Office of Minority Affairs at the University of Washington and their programs for minority recruitment. The Office of Minority Affairs has established relationships with the Minority Access to Research Careers Program (MARC) and the Minority Biological Research Support Program (MBRS) in this region. The University of Washington has established an affiliation with the MARC programs at Montana State University and the University of Alaska at Anchorage, where we draw significant numbers of Native American students. The Office of Minority Affairs at the University of Washington has an active counseling program called the Early Identification Program. In this program, minority undergraduates are supported financially and paired with faculty so that these students can be exposed to daily life and the people who run research laboratories at this university. In a new research apprenticeship program, sponsored by the National Institutes of Health and our Health Sciences Center, 35 minority high school students in the local area are engaged in a summer research program at the University of Washington to introduce these students to career opportunities in scientific research. The School of Medicine at the University of Washington and four other medical schools have organized a program to bring approximately 150 minority students in for a summer research program to introduce them to careers in academic medicine. Locally, this program is organized
by the School of Medicine, the Office of Minority Affairs and funded by the Robert Wood Johnson Foundation. Recently, the Biology Program at the University of Washington received a $3 million dollar Ford Foundation grant whose objectives include facilitating minority recruitment into the biological sciences. The University of Washington is in the process of negotiating with several Native Alaska Corporations to have students educated at the University of Washington, and it is our intention to track these students and make them aware of research opportunities in reproductive biology, and where appropriate, seek applications from them. The Office of Minority Affairs has established a working relationship with historically Black colleges, including Howard, Morehouse and Meharry, with the intent to exchange both faculty and students with the University of Washington. We plan to work directly with the graduate faculty at these institutions to identify and recruit minority students into our training program – those pursuing graduate training in the biological sciences. A statewide committee of the Native American community leaders has been assembled and is the focus of dissemination of information about predoctoral programs at the University of Washington.