

DEPARTMENT OR UNIT	TITLE	DESCRIPTION
Department of Family Medicine, Medical Student Education	WWAMI Underserved Pathway Panel Discussion & Social Hour	The Underserved Pathway (UP) is an elective program that supports and trains medical students interested in caring for under-resourced and marginalized patients. The UP, in conjunction with the Montana WWAMI TRUST program, will host a two-part event on the Bozeman WWAMI campus this fall. Physicians from around the state will discuss a rural health topic in a panel discussion which will be livestreamed for all WWAMI students. The same evening, Bozeman students, panelists, and UP physician mentors will enjoy a social hour to meet and connect over their shared interests and passion for caring for their under-resourced patients.
Rehabilitation Medicine	Tier III IT Practitioner/Clinician Wellness Governance Council strategic planning workshops	The Tier III IT Practitioner/Clinician Wellness Governance Council was established by the IT Clinical Oversight Committee to provide oversight for technologies and applications for all practitioners and clinician wellness projects across the UW Medicine System, including evaluating data housed within our Epic system and collected by organization-wide surveys. The mission of this committee is to improve clinician and provider wellbeing by leveraging the existing technological applications in the system. The current project will support a series of strategic planning workshops focused on finalizing the conceptual model, developing specific projects in the services of the mission, developing a communication plan to ensure organizational awareness and alignment with our efforts, and planning practical action plans to move forward with rapid implementation of the model. By designating and protecting time for strategic planning, we believe we can accelerate the progress of this committee on rapid process improvement projects. Identification of best practices through this iterative model has the potential to positively impact all providers within the UW Medicine system.
Addictions, Drug and Alcohol Institute - Department of Psychiatry and Behavioral Sciences	Connection Building Lunches	We plan to use UW School of Medicine Well-Being funds for a series of one-on-one, or small group, lunches between members of ADAI and CSHRB staff to build and/or strengthen connections. These lunches will allow employees that otherwise would have little overlap to learn about each other and the incredible work they are doing. The Connection Building lunches will foster connections between ADAI and CSHRB and will let everyone engage to create a welcoming and supportive environment and can lead to new ideas.
Orthopaedics & Sports Medicine	Staff Appreciation - HUB Bowling	The Department of Orthopaedics & Sports Medicine plans on renting out the UW HUB Bowling Alley for a staff appreciation event. Our goal is to show gratitude for our employees while providing them with an opportunity to connect socially and de-stress - all while participating in a fun physical activity (bowling!). Our HUB Bowling Event supports UWMedicine's well-being goals by strengthening and building community within our Department.
Neurology	Last Minute Meals: Nutrition Intervention and Expression of Gratitude for Covering Neurology Residents	Last Minute Meals: Nutrition Intervention and Expression of Gratitude for Covering Neurology Residents" is aimed to promote health and wellness in our residents in the form of improved nutrition. Neurology residents cover four hospitals with busy schedules and are often called for unexpected last-minute shifts for colleagues that are ill. Unpredictable schedules can make it challenging to plan and shop for meals. When residents cover a colleague's shift unexpectedly (with less than 1 week's notice), we will provide meals for that resident through cafeteria vouchers.

Department of Medicine	Building community and well-being with commensality groups and communities of practice	This proposal aims to build community, provide support for professional development as a driver of professional fulfillment, and foster a culture of well-being amongst DOM faculty and staff. We will strengthen community amongst Department of Medicine faculty by developing and implementing commensality groups, which will give participants the opportunity to meet regularly with other faculty in a casual setting and create a support network. We will gather Department of Medicine staff with similar professional roles into communities of practice, which will create social connections and provide opportunities for professional practice improvement. These groups will meet monthly or bi-monthly for 6-12 months. Lessons learned from these groups could be used to inform similar programs for the broader UW Medicine community.
Biochemistry	The UW Allies: improving academic culture and faculty mentoring skills	This project will build a community of practice for effective, compassionate mentoring. We will develop case studies focused on situations that have harmed students who came to the UW Allies for support, and use these case studies to develop mentoring training materials. The UW Allies program is a unique grassroots approach to make biomedical research more welcoming and accessible, especially for scientists from marginalized backgrounds. Faculty Allies share their institutional power with trainees, flattening academic hierarchies and counteracting forces that isolate trainees. The community of faculty Allies promotes solidarity among faculty and form a critical mass of agents of change to advance culture change and eradicate identity-based harassment and discrimination.
Obstetrics and Gynecology	OB/GYN Fellow Connect	Unlike resident trainees who have the advantage of a natural community of co-residents, fellows train within their unique subspecialty programs with little opportunity for developing peer relationships, often coming to Seattle to train with few social connections. As a result, fellowship can be an isolating experience among our trainees, exacerbated by the COVID pandemic. The OB/GYN Fellow Connect Program will facilitate interpersonal relationship-building among the Department of OB/GYN's four fellowship programs by funding 1) quarterly gatherings for all fellows, and 2) an informal mentorship program matching each incoming fellow with a faculty member from a different subspecialty.
Department of Psychiatry and Behavioral Sciences	Women in Forensics Peer Mentorship Program (WiFPMP)	The grant provides support for administration and evaluation of a Women in Forensics Peer Mentorship Program (WiFPMP). Forensic mental health clinicians are commonly psychiatrists and psychologists who work in corrections facilities and other high-security settings, which can present unique challenges. There is an absence of mentorship and peer support in many of these settings. The WiFPMP aims to address this gap by providing a supportive peer community to provide a space to discuss a range of issues related to their positions, including challenges experienced in their roles, how to cope, and support to foster growth and satisfaction in their positions.
Pediatrics	Creating a Recharge Space at the UW Institute on Human Development and Disability (IHDD)	The aim of this project is to create a recharge space for clinicians and staff at IHDD. We will utilize and redesign an existing room to include design features that promote peace and wellness with a rest-and-recharge space. The project proposes to repurpose an existing room to serve as both a gathering area for eating as well as rest-and-recharge area for mindfulness-related activities. The recharge space will include plants/greenery and re-design of a wall. We will additionally provide resources for relaxation techniques such as guided meditation, breathing exercises, and stretching. The space will be available for staff to use during breaks and before or after work hours.

Radiology / Kleinhans Lab	The Importance of Connection	The Kleinhans Lab operates within the Department of Radiology and conducts research with autistic children and adults and their families as well as pregnant people and infants. We are a small team spread across three locations: 1) the Integrated Brain Imaging Center (IBIC), 2) the Center on Human Development and Disability (CHDD), and 3) the South Building. Our project seeks to improve the sense of cohesiveness and community within our team via group activities that encourage health, humor, and stress reduction. The group activities are designed to build connections within our workgroup and between our workgroup and several others with which we interface. From kayaking and hiking to game-playing and doughnuts, we hope to promote the physical, emotional, and mental health of each member of our team.
Biological Structure	Let's RROC our Foundations!	We propose to RROC our foundations: Renew and Re-charge Our Community, so Seattle foundation folks can replenish their batteries, renew and forge new meaningful relationships across curricular "silos" and administrative units, and reinvigorate the important work of investing in the success of a cohesive, integrated program for our Seattle students. We will provide opportunities for Seattle foundations folks to engage outside of work-related interactions in informal and supportive settings to rekindle creativity and enthusiasm for collaboration across curricular and support units.
School of Medicine/Department of Radiology	Department of Radiology Wellness Room	The Department of Radiology designated a space for a wellness room to allow faculty, trainees, and staff to unwind. The space has been a work in progress with the biggest hurdle being the flooring. Foam tiles were originally placed over the old tile flooring but were difficult to keep clean and became a tripping hazard. The Wellness Grant will allow us to install vinyl plank flooring. Once complete, it will be a nice space to meditate, stretch, exercise, or simply take a break in the sunlit room.
School of Medicine Dean's Office Business Unit	Business Unit Lunch & Learn	The Business Unit Lunch & Learn grant will be used to view the film Who We Are: A Chronical of Racism in America, followed by a discussion and training with an external facilitator. Lunch & Learn is part of the Business Unit's annual all-department retreat on September 19.
School of Medicine/ Academic & Learning Technologies	Enhancing the Well-being and Learning Environment of Medical Students at the University of Washington: A Collaborative Approach	Welcome to our project, "Enhancing the Well-being and Learning Environment of Medical Students at the University of Washington: A Collaborative Approach." We graciously and gratefully accept the offered \$1,000 to create a supportive and nurturing environment for medical students by providing essential resources and amenities. Through collaboration and careful budgeting, we have secured a TV with stand and accessories, a filtered water subscription, an espresso machine with coffee supplies, and office supplies such as bookshelves and desks. These items will be sourced from the UW surplus store and other approved third-party vendors, ensuring cost-effectiveness and sustainability. Together, we will be working towards creating an optimal learning experience for our medical students.
Radiology	First Annual UWSOM Anatomy & Embryology Faculty Working Retreat	This retreat will integrate lessons learned from all of the curricular blocks in which we teach and from student thread partners to maximize teaching effectiveness and student well-being. Coordination between WWAMI sites will allow us to seek new curricular materials, technologies, and methods; swap teaching tips; more effectively distribute our workload; and collaborate in educational and anatomical research.

Psychology	SMART Center Well-being Program	The SMART Center will use the wellbeing grant to purchase supplies to create a “respite room” which will be used to promote wellbeing, relaxation, rejuvenation and provide healthy snacks. The creation of a “respite room” emerged as a top strategy to combat burnout from a series of wellbeing surveys taken by faculty and staff at the Center. A group of SMART Center faculty and staff will work together as a team to repurpose and redesign an otherwise underutilized office space and turn it into a space where individuals can pause, reflect, or take a moment for themselves.
Internal Medicine	Spokane Foundations Winter Wellness	Spokane Foundations faculty propose a winter snowshoe, outdoor skate, or snow tubing event to include the 30 first year WWAMI students led by the 12 College Faculty. This will take the place of our usual winter term indoor “Mentoring Event”. This will serve the purpose of team building within our mentor groups. The outdoor setting is the added bonus which will augment stress management and improve mood.
Rehabilitation Medicine	Rehabilitation medicine Administration Community-building Event Series (RACES)	The Department of Rehabilitation Medicine’s mission is supported by administrative professionals specializing in Human Resources & Faculty Affairs, Grants, Finance, Communications, and Administration. Due to COVID-19 and high turnover, our personnel have not had the opportunity to build strong cross-team community. To address this, these teams have worked together to come up with the RACE program- Rehabilitation medicine Administration Community-building Events.
DOM/Division of Medical Oncology/Melanoma-RCC	Ikebana for Mindfulness and Community Building	Chronic stress is known to have significant long-term health consequences, but mindfulness practices have been shown to alleviate stress in a variety of contexts. Ikebana, the Japanese art of flower arrangement, incorporates mindfulness as a foundational aspect of its philosophy and approach. The staff and faculty of the Melanoma/Renal/MCC Program within the Division of Medical Oncology will participate in a hands-on workshop to learn about and practice ikebana. Following the mindfulness activity, we will partake of a shared meal to build understanding and trust amongst colleagues.
Family Medicine Research Section	Section well-being initiative through forest therapy	Over the past 3 years since the onset of the COVID-19 pandemic our work section, along with many others, has adapted to new work conditions such as telework and hybrid schedules leading to isolation, disconnection from colleagues, and struggle to maintain community in the workplace. Forest therapy, also known as Shinrin-yoku, is a practice that involves immersing oneself in nature and engaging with it using all five senses. Research shows that forest therapy can have a positive impact on a wide range of health outcomes such as cardiovascular health, immune function, and mental health. Our project seeks to provide a one-time forest therapy session and community meal to our work section with the goal of building workplace connections and improving loneliness.
Medicine	Creating a longitudinal wellness curriculum for internal medicine residents	The University of Washington Internal Medicine Residency Program is committed to training future physician leaders who will have sustainable and fulfilling careers amidst evolving workplace challenges and in diverse work environments. In service to this vision, we are developing a longitudinal wellness curriculum that not only introduces residents to tools and skills to promote their individual well-being, but also provides training around how to cultivate a culture of wellness within teams and health systems. With support from the UW Medicine Well-Being grant, we will form a Wellness Curriculum Committee comprised of residents, staff, and faculty who will create and implement novel curricular interventions, and also identify means for evaluating these interventions and their effects on resident well-being.

Department of Family Medicine	"Nourish and Flourish: DFM Administrative Staff Retreat"	The Department of Family Medicine Administrative Staff will embark on a "Nourish and Flourish Staff Retreat". During this retreat we will provide our staff the opportunity to gather, learn healthy living habits, eat together, and to practice mindfulness in our daily lives. Our goal is to make this accessible for all and to bring wellness and healthy activities to the group. By providing a space for all to share their experiences, perspectives, and ideas, we hope to improve team morale and increase job satisfaction, which are critical to team success.
Comparative Medicine	Summer luncheon series for husbandry staff	Comparative Medicine's husbandry staff provides daily care for research animals and ensures their welfare. Although their work is fundamental to the University's research, it often goes unnoticed. During the COVID-19 pandemic, we experienced high turnover. Those who stayed went above and beyond to ensure the animals were taken care of. Going outside for lunch with their colleagues may be an everyday thing for many people. But for husbandry staff, it is something they desire, but the opportunity doesn't come by often. We hope the staff can enjoy Seattle's sunny days, connect with colleagues and nature, or have time for themselves. We hope it helps staff to find an opportunity to revitalize health and wellness at work.
Otolaryngology HNS	VMBHRC: Bulb Garden/Kayaking Outing	Two projects for improving well-being at the Virginia Merrill Bloedel Hearing Research Center (VMBHRC): first, an activity to bring cheer to our basement lab space by planting a colorful Spring bulb garden and secondly, a Kayaking Outing at the Waterfront Activity Center. Both projects are designed to promote camaraderie within the VMBHRC. By encouraging interactions between researchers, staff, and students, these projects will strengthen our sense of community
Genome Sciences	GS Garden Club Expansion	The Genome Sciences Garden Club will be expanding our established garden spaces where we currently grow flowers and produce. We will be adding raised beds to our 4th floor patio, to create a welcoming and relaxing space for all, and improving fortifications to our garden along 15th Ave NE, so that fewer plants are lost to pests. We hope this expansion will attract more gardeners of all skill levels to join us in improving our mental and physical well-being!
Genome Sciences	Genome Sciences Hackathon	The genome sciences hackathon is an exciting 5-day event where teams of students, trainees, staff (or any other UW member) come together to build tools for genomic analysis, education, or technology development. Open to all skill levels, the Hackathon accelerates coding education, problem solving, collaboration, and networking for all participants. But most importantly, it's fun!
School of Medicine Student Affairs	Strengthening Collaboration & Care for School of Medicine (SOM) Staff Supporting Medical Student Career Planning	The Student Affairs career advising team in the School of Medicine is located in Seattle and Spokane. The wellness grant provides the opportunity for the team to gather in person for team building activities that lower stress and support holistic wellbeing. During this team time the group will advance initiatives that enhance career planning resources for BIPOC medical students. Throughout the year they will integrate ongoing team building, learning and self-care activities such as reflection, walking and team celebrations.

Rehabilitation Medicine, Division of Physical Therapy	UW Doctor of Physical Therapy Little Free Pantry	The UW Division of Physical Therapy (DPT) Little Free Pantry is a no-barrier, 24/7 access point to food for our students, staff and faculty. The UW Medicine Well Being grant will support and sustain the UW DPT Little Free Pantry by keeping the food pantry stocked with food, hygiene, and toiletry items year-round and providing community-building meals. This project has the short-term goals to: 1) address student food insecurity related to graduate school participation requirements; 2) build and strengthen community amongst our students, staff, and faculty; 3) provide a zero-barrier access point to healthy food; 3) address and minimize stigma around food and financial insecurity in our community; 4) help reduce depression, anxiety and stress; and 5) educate others about food insecurity and its impacts on education. The long-term goals are program sustainability and expansion. This project will serve as a pilot model to inform replication for other rehabilitation educational programs within the University of Washington School of Medicine and beyond.
Genome Sciences	Let's have an awesome time doing science symposium	It can be hard for scientists to keep sight of our big-picture motivations and inspirations when our daily activities can feel rote. Sadly, the resulting apathy can lead scientists to lose self-confidence and suffer from depression and anxiety. To help address this, in collaboration with the department of Genome Sciences we plan to organize a wellness symposium this fall, entitled 'Let's have an awesome time doing science'. The symposium is a fun, interactive forum in which scientists share their deepest passions, their stories, their struggles, and, ultimately, how they connect to happiness and continue to maintain excitement throughout their careers.
Medicine/Cardiology	Cardiology Fellowship Programs Collaboration Project	We plan to apply these funds to our annual teambuilding day scheduled for August 11, 2023! These additional funds should now help cover the entire day without seeking any personal costs by trainees to participate. This annual gathering involves fun activities that promote teambuilding and includes trainees from our eight training programs in Cardiology. It is one of the rare occasions that all trainees are able to gather away from the hospital for a day.
Metabolism, Endocrinology and Nutrition	Creating Community in the Endocrinology Division	As our clinical practice sites have become more dispersed, and clinical meetings have moved online with Zoom, our trainees have had fewer opportunities to engage with our colleagues in person. This has made it difficult for fellows and faculty to develop meaningful mentorship and support networks. We will host a half day Mentorship Retreat for fellows and core clinical faculty, consisting of professional development sessions for fellows and faculty. Following the afternoon session, we will come together with a bowling event at UW HUB, a social and fun event for community building. By engaging both fellows and faculty in an environment where they have time to interact and get to know each other outside the pressures of clinical work, we are enhancing organizational ways to support well-being.
Neurology	Let Me Help: Neurology Department Support In Challenging Times	Life is hard and we are all faced with times of greater challenge and struggle. The UW Department of Neurology appreciates the UW Medicine Well-Being Grant for helping to lower barriers to support peers in challenging times. The Let Me Help program will provide prepared meals to department members who may need some extra help. The program encourages neurology department faculty, trainees and staff to nominate each other for meal delivery if they are in a time of struggle. Additionally, all department members who receive medical leave of absence will be offered a delivery of prepared meals through a confidential system. We hope this program, as well as other efforts in the department, will continue to promote a department culture where we encourage balancing of our own well-being with the important work of the department of neurology.

Administration and Operations	UW School of Medicine Yellow Belt Process Improvement Program	The SOM Yellow Belt program objective is to engage cohorts of staff in introductory training of Lean Six Sigma and process improvement core concepts. Cohorts will be developed based on cross-functional and vertically integrated personnel with the potential to develop new best practices in strategic areas. The results of this training will be certified Lean Six Sigma Yellow Belts embedded within the School of Medicine that are well versed in process improvement concepts, terms, and tools supporting structures of well-being as established leaders. The individuals who will complete this program represent current and future leaders that embrace concepts rooted in metrics and measurement with empathy.
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