



New Faculty Foundation: Building for Success

Living the values of diversity, equity, inclusion and belonging

December 8, 2025

Community Building Activity: Living the Values

Silent Reflection (3 min) Prompt: “Think of a time you felt a strong sense of belonging in a professional setting. What made it possible?”

Group Discussion: Share reflections in chat or come off mute.
How might we create that feeling here?



Diversity, Equity, Inclusion & Belonging

Leslie D. Garcia, Ed.D., M.P.A, Associate Dean for DEIB, SOM Dean's Office
Oregon Health & Sciences University

Agenda:

- Definitions, Mission, and Statement
- About Me
- Diversity, Equity, Inclusion and Belonging at SOM
- Provide Historical Context of DEIB
- Current National Landscape & OHSU Commitment
- Tools and Resources
- Q&A
- Community Resources

Definitions:

Diversity is the recognition and appreciation of the unique characteristics that make individuals different. It extends beyond visible traits such as race or gender and includes cognitive diversity, personality, lived experiences, and perspectives.

Equity means treating everyone fairly and ensuring access to resources, opportunities, and support needed to succeed.

Inclusion is the active, intentional practice of creating environments where people feel valued, heard, and able to fully participate.

Belonging is the emotional outcome of effective DEI efforts—where individuals feel accepted, authentic, and connected to their community.





Leslie D. Garcia, Associate Dean, DEIB 503-806-0447 cell number



Grew up small rural agricultural town - State of Washington



Non-insured and very limited to health care access



Education: History, Public Administration, Higher Education Leadership, Social Sciences & Health Care Policy



Academic Medicine – 31 Years



Dedicated to Research, Health Care, Education and Community Service

Goals: Belong, Include & Empower



Resources

- **Consultation & Advising**
 - Research
 - Community Outreach
 - Letters of Support
- **Monthly DEIB Newsletter**
 - Observations
 - Webinars
 - Conferences
 - Resource Opportunities
 - Tools and Readings
 - <https://www.travelportland.com/>
- **Community Gatherings**

Students, Residents, Faculty & Community Organizations – quarterly events
- **Faculty Development Partnerships**
 - Friday Enrichment Sessions
 - Stepping In Active Bystander Training
- **Community Outreach Opportunities**
 - Screenings
 - Education
 - Research

Diversity at OHSU



1950s: Anne Glenn, RN



1950s: Gloria Pugh, RN
Dr. Pugh was the first African American to graduate from the University of Oregon Health School. In 1954, Pugh was elected officer of the first Black Student Union building located at the site. He subsequently went on to establish a community health center in the building building in 1970.



1960s: Anne Jones, RN
Dr. Jones was the first African American to graduate from the School of Nursing. She was elected officer of the first Black Student Union building located at the site. He subsequently went on to establish a community health center in the building building in 1970.



1970s: The first African American to graduate from the School of Nursing. She was elected officer of the first Black Student Union building located at the site. He subsequently went on to establish a community health center in the building building in 1970.



Timeline

Reconstruction Through the Late 1800s

- Because of persistent exclusion, several Black medical schools were founded (Howard University College of Medicine in 1868, Meharry Medical College in 1876 and others).

Flexner Report -1910

- As a result, 5 of the 7 Black medical colleges were shut down, leaving only Howard and Meharry and closed 7 of the 8 medical schools for women. Women were accepted in small number.

Early to Mid-20th Century (1920s–1950s)

- Many U.S. medical schools refused racial ethnic applicants outright well into the 1940s and 1950s. Civil Rights to protect and mitigate discrimination.
- **1970** – Women = ~9% of medical students
- **1980** – Women = ~30%
- **Today** – Women are more than 50% of entering medical students



Timeline

1960s-1970's: Early Foundations & Civil Rights

- 1972: Desegregation of hospitals
- 1970s: Rise of women and URM in medicine

1970s–1980s: Expansion of Policies & Health Disparities Research

- 1985: Heckler Report
- 1986: Office of Minority Health (OMH)

1990s: Formalization of DEI Efforts

- 1990: Healthy People 2000
- 1993: Family and Medical Leave Act (FMLA)
- 1997: CLAS Standards
- 1999: *Unequal Treatment* report (Institute of Medicine)

2000s: Integration of DEI into Healthcare Systems

- 2000: Minority Health & Health Disparities Research and Education Act (NIH)
- 2000: Healthy People 2010
- 2002: Joint Commission diversity & cultural competence standards
- 2003: Federal/social-service adoption of CLAS standards

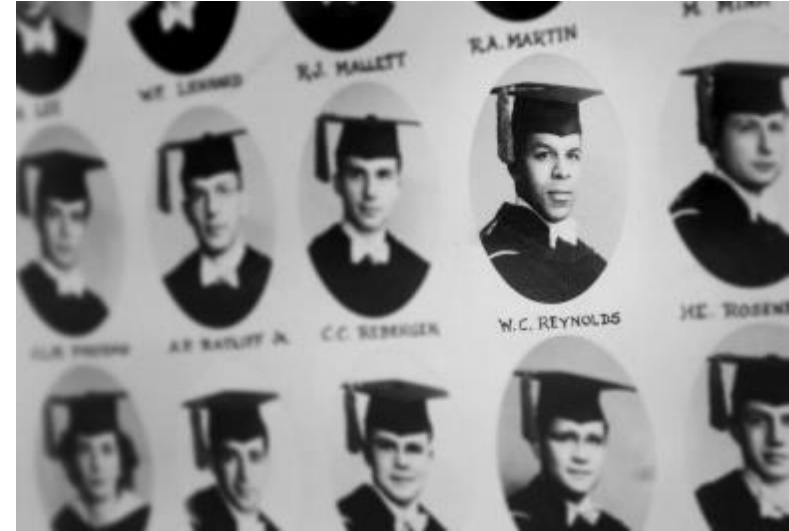


Cabins: In 2007, Dr. Walt Reynolds and Jean Richardson, the namesake of the south and north cabins, rode their cabins for a naming ceremony.

Recognition of Being First:

Walt Reynolds was the first African American to graduate (1949) from OHSU.

Jean Richardson first woman graduate from OSU in 1949 with a degree in civil engineering. She paved the way for women in the field.

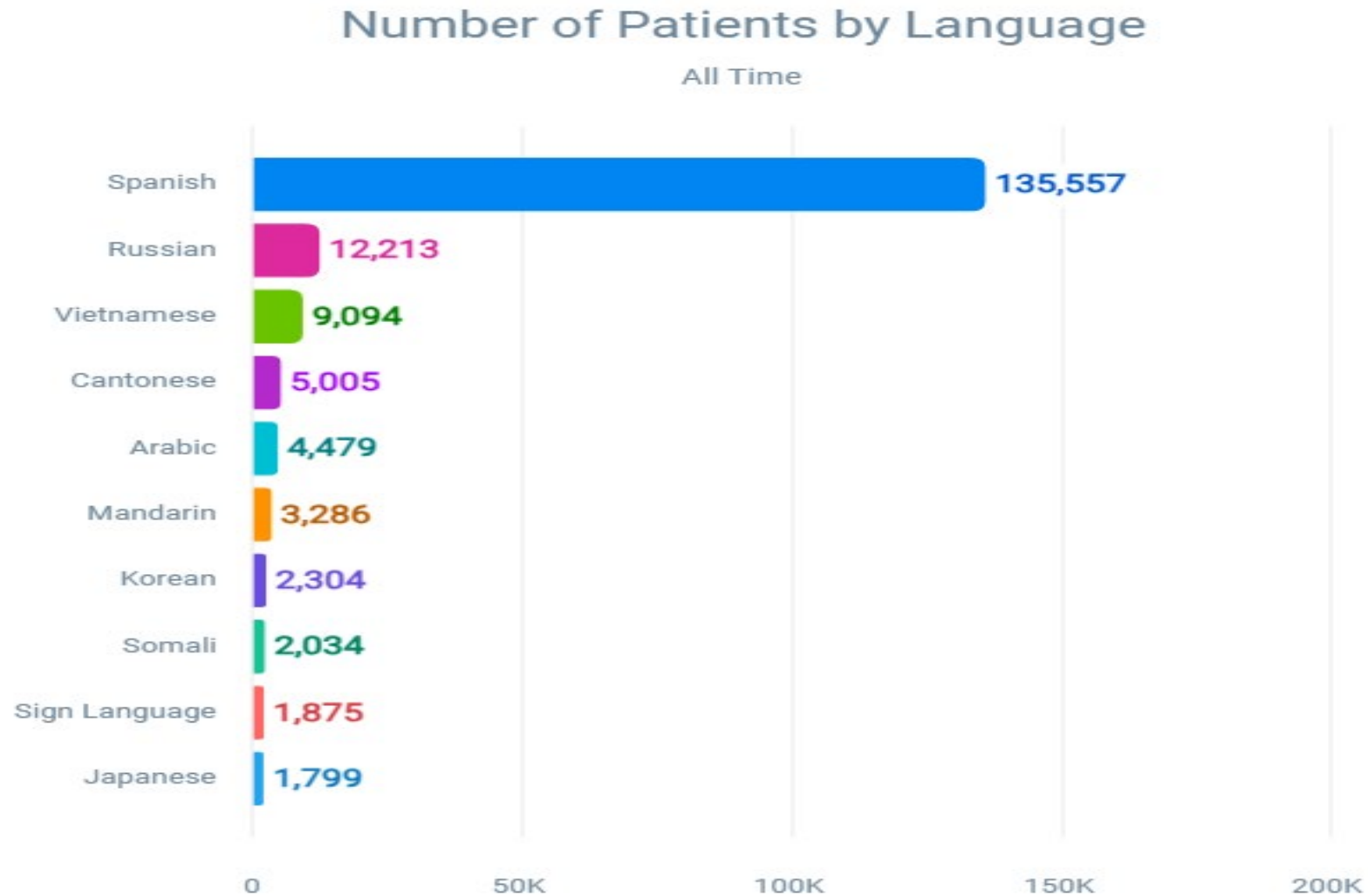


Timeline:

- **2016:** Social Determinants of Health & structural inequities incorporated into health and medical training
- **2020–2023:** Renewed Focus
- **2020:** COVID-19 exposes major racial/ethnic health disparities
- **2015:** ACA Section 1557 nondiscrimination protections implemented
- **2021:** National recommitment to DEI & health-equity initiatives
- **2022–2023:** Growth in structural competence, culturally responsive care, inclusive medical education
- **2023:** Racism was called a health threat. Then came the DEI backlash as states pass laws restricting or banning DEI programs
- **2024:** Public universities eliminate or restructure DEI offices and trainings
- **2025:** National trend toward limiting or eliminating DEI in government, education, business, healthcare and accreditation (LCME, ACGME, and AAMC)
- **2025:** New federal law (July 2025) eliminating the Grand Plus Program, limiting loans for future medical students

* The Embracing Anti-Discrimination, Unbiased Curricula, and Advancing Truth in Education Act," HR 775 introduced by North Carolina Rep. Greg Murphy, MD.

Top 10 Languages of Patients at OHSU



Cultural Competence In State of Oregon

- Effective July 1, 2021, the Oregon Medical Board (OMB) requires cultural competency continuing education as a condition of licensure.
- 2-hour Requirement
- Different types of courses and experiences meet the cultural competency continuing education requirement, including experiential or service learning, and cultural or linguistic immersion, For more information about the mandatory requirements for Oregon [Medical Board Cultural Competency webpage](#)[External Link](#).
- [SoM Cultural Competency Continuing Education](#)



OHSU Bilingual Screening Program Certification

- Is available to all employees and students of OHSU. The screening is coordinated and paid for by the Language Services department.
- All healthcare employees, clinicians, and students providing direct patient care are required to pass the bilingual screening to ensure fluency when choosing to provide care in a language other than English.
- Some OHSU members are eligible for a pay differential or bonus if they utilize their bilingual skills in the course of their work. Speak to your direct supervisor.

Oregon a Sanctuary State

History Oregon became a sanctuary state in 1987. The law prohibits state and local law enforcement from using their resources to detect or apprehend people whose only violation is being in the country without documentation.

Sanctuary Promise Act

- In 2021, the Oregon legislature passed the Sanctuary Promise Act, which strengthened existing sanctuary laws.
- Restricts the collection and sharing of information related to a person's immigration status. Patients can decline to share this information at registration.
- Reporting violations by calling the Sanctuary Promise Hotline at 1-844-924-STAY (1-844-924-7829)
- <https://www.doj.state.or.us/oregon-department-of-justice/civil-rights/sanctuary-promise/>

Immigration Frequently Asked Questions:

- OHSU has policies and procedures for OHSU Community to follow
- Scripts are available for SW front clinics

Am I required to talk with an ICE agent?

- No, you are not required or expected to speak to an Immigration and Customs Enforcement agent. **Refer the agent to the OHSU Department of Public Safety.**

If an ICE agent comes to my office or health care station, and requests records or information, am I required to provide it?

- No, you do not have the authority to provide OHSU records, including computer data, to any law enforcement officer, including ICE agents. **Refer the agent to the OHSU Department of Public Safety.**

- [See Law Enforcement Relations \(HC-EC-146-POL-RR\) for more information](#)



SoM Diversity, Equity, Inclusion and Belonging Office



<https://www.ohsu.edu/school-of-medicine/diversity-equity>



Website and Monthly DEIB Newsletter



[Resources](#)



garcial@ohsu.edu



503-806-0447 cell number



Thank You
garcial@ohsu.edu

Community Opportunities

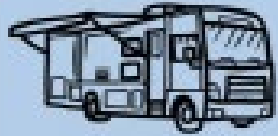
- 40 SoM Outreach Programs <https://www.ohsu.edu/outreach/k-12-programs>

Community Outreach:

- On Track
- Knight Cancer Institute
- Casey Eye

OHSU CASEY EYE INSTITUTE COMMUNITY OUTREACH – A VISION FOR THE STATE



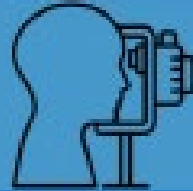


430 COMMUNITY-BASED VISION CLINICS

held in partnership with 78
community partner agencies,
at over 100 unique locations
across Oregon

7 COMMUNITY-BASED TELEHEALTH VISION CLINICS

in partnership with both
FQHCs and IHS clinics
across Oregon



14,746 SCREENING EXAMS PROVIDED

to adults who experience
barriers to vision care,
and at highest risk for eye
diseases



4,975 (34%) RECEIVED A REFERRAL OR RECOMMENDATION FOR A ROUTINE ANNUAL EXAM*

for a condition that threatens
their sight including diabetic
retinopathy, glaucoma, and macular
degeneration

8,645 (59%) RECEIVED A PRESCRIPTION

and assistance obtaining
prescription glasses



416 VISION HEALTH NAVIGATORS

trained from 123 agencies to connect
those in their community with vision
care who need it most, as part of a
training approved by the Oregon
Health Authority Office of Equity
and Inclusion.



A VISION FOR THE STATE



MOBILE SCREENING STATIONS



Check-In



Autorefractor & Lensometer



Distance Acuity



Near Acuity



Refraction



Tech



Exam



Check-Out



Frames



TELEHEALTH SCREENING



Vision Health Navigator Training

Oregon's first ever vision health specific training for Community Health Workers, approved by the **Oregon Health Authority Office of Equity and Inclusion**, to connect those in their community with vision care who need it most

For more information contact:

wedeking@ohsu.edu



GO CASEY, GO!!

Thank You!

For more information contact:

Verian Wedeking

Director, CEI Community Outreach

wedeking@ohsu.edu



Knight Cancer Institute Community Engagement: Changing the Landscape



KNIGHT
CANCER
Institute



Be present: The Knight Mobile Unit travels...

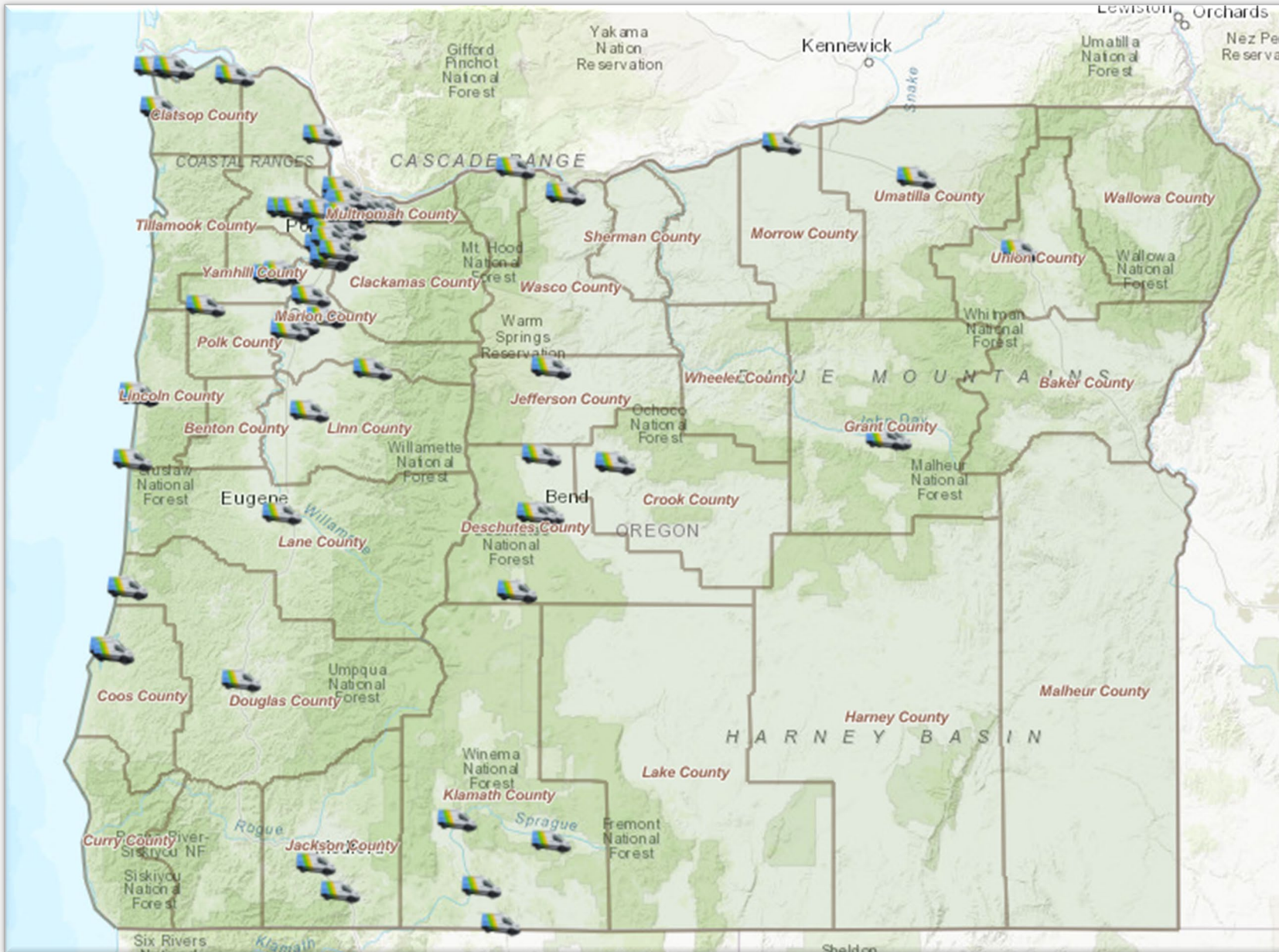
Knight
Cancer Institute
Visibility and Awareness
Trust



HPV Vaccination
Colorectal Cancer Screening
Clinical Trial & Cohort Enrollment

KNIGHT MOBILE OUTREACH: SHOWING UP ACROSS OREGON

- More than 150 total events attended since launch in October 2022
- 55 events in FY2024
- 16,000+ miles traveled
- 50+ Cities/Towns
- 27 Counties



Thadd's Place, John Day 6/28



Columbia River Health, Boardman 5/21



La Pine Community Health Center, La Pine 8/7



Colorectal Cancer Outreach

- 21 Inflatable Colon Events
- 2,800+ tours given
- 2,300+ CRC Informational flyers distributed
- 100+ Individuals connected with local screening CRC options

Santiam Canyon Community Health Fair, Mill City 4/11



Rockwood Community Health Fair, Gresham 7/18



Astoria Regatta, Astoria 8/10



Impact Report



Discover the "Faces Behind the Services" from our recent health fair, hosted at the Salem First Free Methodist Church in Salem, Oregon.

Created By: Teresa Rolano
Photo Credits: Kevin Aguilar Lopez
© OHSU Knight Cancer Institute | 2024



together, we impacted...

12

Children screened by Vision Clinic, with prescription issued.

31

Working families assisted by adult services.

270+

Participants registered at informational tables.

ESTIMATED VALUE OF SERVICES

\$23,725

OHSU KNIGHT CANCER RESEARCH INSTITUTE CEDAR CLINICAL TRIALS TEAM (25 BLOOD DRAWS FOR EARLY CANCER DETECTION SCREENING)

\$5,716.56

MEDICAL TEAMS INTERNATIONAL (11 DENTAL A/C AND 59 APPOINTMENTS CONDUCTED)

\$17,504

CASEY EYE (28 ADULT VISION SCREENINGS, 18 NEW PRESCRIPTION CLASSES ISSUED)

VISIT COUNT

50 AVERAGE VISITS PER TABLE

45 TOURS OF THE INFLATABLE COLON

41 HOUSEHOLDS CONTACTED ABOUT ENERGY ASSISTANCE



"It was really beautiful to see our people would ask when the next event will happen... to have this event in the area and neighborhood we serve was really great!"

- MARIA JARAMILLO



NOTES FROM OUR ORGANIZERS

Our goal for this health fair was to bring OHSU's research to community members living barriers to access medical care. We aimed to uplift and support the many nonprofit organizations that have been dedicated to serving the Salem community for years like Mano a Mano. The power of collaboration cannot be overstated. By joining our strengths and resources, we achieved a greater impact than any of us could have accomplished alone. Together, we demonstrated our unwavering commitment and showed our community that we genuinely care and stand by their side.



SCAN QR CODE OR
CLICK HERE TO
COLLABORATE

measurable Outcomes



FAMILY ENGAGEMENT

"Participants were eager to engage with our content, it helped greatly that food and snacks were provided, as well as prizes for family members to sit and rest while others were participating in the services offered."



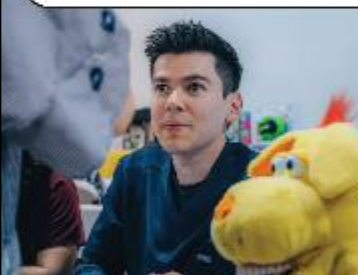
HEALTH PROMOTION

"You could tell the folks attending trusted the hosts and didn't have many walls up. It made it easy to connect and help people. People were grateful for the services."



COMMUNITY NETWORKING

"Great way to collaborate and share business cards. We are all on the same mission to help others and partnerships are important."



LOGISTICAL COORDINATION

"There were clear expectations set ahead of time, and... having snacks and a meal for volunteers, as well as a quiet place to relax, helped the day go by faster."

"This was very well organized. Having the chairs and table ready was pivotal for us. As well as having indoor space also helped. Some tents did not have tents."



Collaborators

ANDRES
CASEY EYE INSTITUTE
CENTER FOR LIFE AND SAFETY
CENTRO DE SERVICIOS PARA CAMPESINOS
IPCUN!
COMMUNITY LENDING WORKS
COUNTRY FINANCIAL
ENERGY TRUST OF OREGON
LA CAROCHITA
LA ZETA
MANO A MANO
MARION COUNTY EISO PROGRAM
MARION COUNTY HEALTH & HUMAN SERVICES
MARION COUNTY IMMUNIZATION SERVICES
MEDICAL TEAMS INTERNATIONAL

MWVCAA FUREZA CAMPEZINA
MWVCAA ENERGY ASSISTANCE
OHSU - MIDCITY
OHSU - OREGON RURAL PRACTICE BASED RESEARCH NETWORK (ORPRN)
OHSU KNIGHT CANCER INSTITUTE
OHSU KNIGHT CANCER INSTITUTE CLINICAL TRIALS
OHSU WOMEN'S HEALTH RESEARCH UNIT
OREGON HEALTH INSURANCE MARKETPLACE
OHSU SCHOOL OF MEDICINE
OREGON INSTITUTE OF TECHNOLOGY DENTAL HYGIENE
PACIFIC SOURCE COMMUNITY SOLUTIONS
RADIO POD 1

REGIONAL HEALTH EQUITY COALITION FOR
MARION, POLK, AND YAMHILL
SALEM KEIZER DISTRICT
SALEM KEIZER MIGRANT EDUCATION PROGRAM
SALUD
SERVICIOS LEGALES DE OREGON / PROGRAMA PARA CAMPESINOS
SALEM KEIZER COALITION FOR EQUALITY
VISION TO LEARN
WILLAMETTE HEALTH COUNCIL



we sincerely thank you and your volunteers for all your support!



Oregon Health & Science University (OHSU) Mobile Health Coalition



Verian Wedeking, BA¹; Paul Bollinger, MPH²; Derrik Zebroski, B.Sc.³
¹OHSU Casey Eye Institute, ²OHSU Knight Cancer Institute Mobile Outreach Team

Background

The Oregon Health & Science University (OHSU) Mobile Health Coalition was established in 2022. The coalition serves as a vital collaborative platform for the mobile health programs within OHSU to come together and enhance the delivery of preventative and early intervention healthcare services to Oregonians directly in their communities where they live, work and learn.

By leveraging the unique capabilities of mobile health and the expertise within OHSU, the coalition aims to bridge the healthcare gaps within the 96,000 square miles of Oregon to extend the state's only public academic health center mission through community service, partnership and outreach. Each member responds to specific healthcare challenges in communities across Oregon based on the communities' expressed needs.

These community-based initiatives have provided a range of services, including primary medical care, vision services, women's health services, case management, mental health services, health system navigation, diabetes and cardiovascular screenings, Oregon Health Plan enrollment, referrals to reduce medical debt, mammography and breast health screening, cancer education and cancer screenings.

Goals & Objectives

- Gain a deeper understanding of the uniqueness of a multi-disciplinary mobile health initiative within an academic medical institution
- Appreciation of the importance of collaborative resource sharing and community engagement
- How the use of an equity lens to ensure that communities are represented with respect and compassion
- Provide a venue for multidisciplinary health career students to learn and have practicum opportunities in mobile health, community health and value the impact of outreach services.
- Share strategies on the role philanthropy engagement has in transforming mobile health care services in the community, immediate needs and long-term sustainability.

Addressing Barriers & Health Inequities In Alignment with OHSU's Vision, Mission & Values

In addition to effectively addressing barriers to care, the coalition bolsters OHSU's health equity mission and vision to make Oregon a national leader in health and science innovation. Through effective partnerships, both internally and externally,¹ the OHSU Mobile Health Coalition demonstrates the ability of mobile health programs to provide innovative care delivery coordination to the most vulnerable communities that traditional healthcare fixed-sites simply cannot reach.^{2,3}

Collaborative Impact

| OHSU Programs | Service Provided | Total Per Service |
|---|--|-------------------|
| OHSU Casey Eye Institute Community Outreach | Vision exams (adults) | 102 |
| OHSU Hillsboro Medical Center (Salud! Services) | Lipid panel, A1C, Blood Pressure, Case Mgmt. | 66 |
| OHSU Hillsboro Medical Center's Mobile Mammography | Breast cancer screening | 14 |
| OHSU Knight Cancer Institute CEDAR Clinical Trials | Early cancer detection (blood draw) | 25 |
| OHSU Knight Cancer Institute Mobile Outreach & OHSU Dermatology | Skin cancer screening, prevention and education | 45 |
| OHSU Knight Cancer Institute Pathfinders | Cancer screening enrollment and education | 17 |
| OHSU School of Dentistry | Head & neck cancer screening | 15 |
| Engagement & Health Promotion Encounters (OHSU) | Health prevention material, OHP enrollment, medical debt reduction, women's health services information, navigation assistance | 276 |
| External Program Partners | | |
| Medical Teams International Mobile Dental | Dental services, A1C | 20 |
| Raíces de Bienestar | Mental health services | 51 |
| Vision 2 Learn | Vision exams (children) | 12 |
| Total Individuals Served | | 637 |

References

- Chweda, K., Wu, R., Zebroski, D., Brink, M. V., & Gray, S. (2019). Barriers to eye care among participants of a mobile eye clinic. *Copey Medicine*, 6(1). <https://doi.org/10.1080/2331200X.2019.1650093>
- Williams, M., & Liu, S. (2022). The Case for Mobile: Mobile healthcare is good for communities AND good for business. <https://doi.org/10.13140/RG.2.2.27253.9881>
- Nelson, M., Williams, M., Smith, P., Bennett, J., Hill, C., Katz, J., Choi, N. E. Mobile health clinics in the United States. *Int J Equity Health*. 2020 Mar 20;19(1):40. doi: 10.1186/s12939-020-1135-7. PMID: 32197897. PMCID: PMC7085165.

Future Direction

Moving forward, the OHSU Mobile Health Coalition plans to expand its impact by continuing to increase collaboration with internal and external healthcare providers, community-based organizations, and government agencies. Additionally, the coalition is: developing a comprehensive impact report to quantify the health and economic impact of services provided; assisting OHSU departments and programs develop their own mobile programs; and act as resource for communities across Oregon to access mobile health services. By working together and leveraging their collective expertise, the coalition will continue to address the more complex health challenges by driving positive change throughout Oregon's healthcare system, mile after mile.

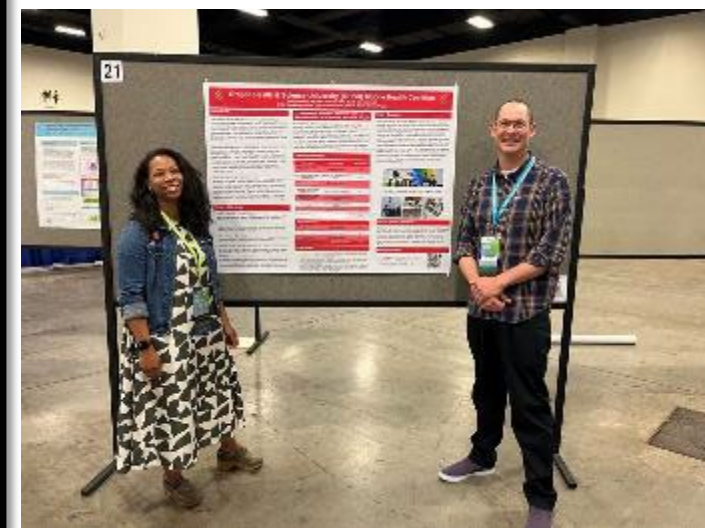


OHSU Coalition Members

OHSU Knight Cancer Institute Mobile Outreach, OHSU Casey Eye Institute Community Outreach Program, OHSU Health Hillsboro Medical Center (Salud! Services), OHSU Health Hillsboro Medical Center Mobile Mammography, the OHSU Department of Dermatology, and the OHSU Health Equity Team

More information

For a copy of this poster, references or to contact the OHSU Mobile Health Coalition, please contact us at:



Verian Wedeking (Outreach Program Director, Casey Eye Institute) and Brittany Melvin-Broulette (Mobile Outreach Program Manager, Casey Eye Institute) present the OHSU Mobile Health Coalition poster at the 2024 Mobile Healthcare Association Annual Conference in Fort Worth, Texas.

**Winner: Best Poster
2024 Mobile Healthcare Association Conference**

Travel with the Knight Mobile Unit

Contact us at
knightmobileoutreach@ohsu.edu





ONTRACKOHSU!

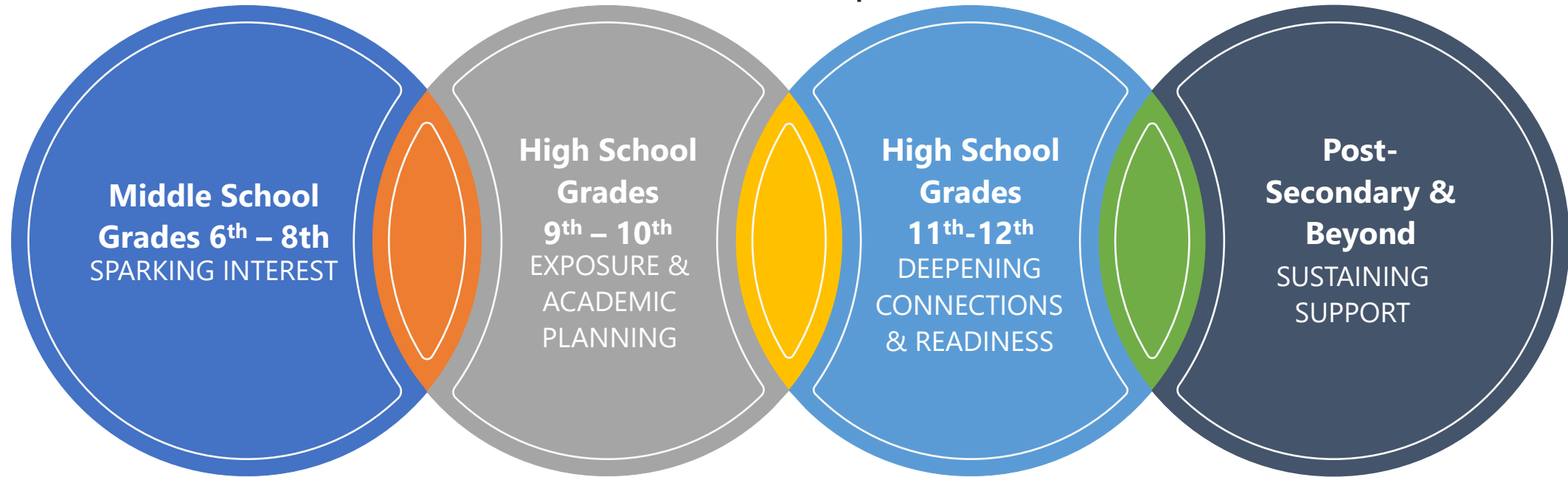
*Building Pathways,
Empowering Futures*



On Track OHSU! Longitudinal Approach

Mission

On Track OHSU! is dedicated to **increasing the number of racially and ethnically diverse students in Oregon's health sciences education pipeline and biomedical workforce**. We prioritize students who identify as **Black, Latinx, Native American, and other historically underrepresented groups**, providing continuous support from middle school through post-secondary education. Through mentorship, hands-on experiences, and academic preparation, **we empower students to envision themselves as future scientists, health professionals, and leaders**.



Program Goals

Strengthen students' academic identity as science learners by fostering confidence, curiosity, and a sense of belonging in science environments.

Increase students' motivational resilience by encouraging perseverance, coping strategies, and adaptive responses to academic and life challenges.

Expand awareness of and preparation for health and science degrees and careers through exposure to diverse professionals, academic pathways, and interactive learning experiences.

Foster long-term mentorship and community support by connecting students with culturally responsive role models and developing a sustained network of support across educational transitions.

On Track OHSU! Leadership & Team

Office of Science Education Opportunities (SEO)



Jarrod Lockhart, Ed.D., MSc.Ed.

Assistant Vice Provost,
Education Outreach & Collaboration
Director, Office of Science Education
Opportunities (SEO)
On Track OHSU! Principal Investigator



Cèsar Tapia-Chàvez

Director
On Track OHSU!



Laura Guape Anaya

Post-Secondary Engagement
Manager
Sites: All Sites



Christina Rubidoux

Community Administrator & Student
Success Facilitator
Site: Klamath County/Chiloquin HS
Focus: Klamath Tribal Students



Will Hess

Community Manager &
Student Success Facilitator
Site: Mazama HS
Focus: Klamath Tribal Students



Azalea Martinez

Community Manager &
Student Success Facilitator
Site: Woodburn HS



Sameya Amme

Community Manager & Student
Success Facilitator
Site: Jefferson HS



Nor Sampson

Community Manager & Student Success
Facilitator
Site: Madras HS
Focus: Warm Springs Tribal Students



Nathan Commodore, M.Ed.

Community Manager & Student
Success Facilitator
Site: Parkrose HS



Katherine Mijal, M.Ed.

Middle School Program Manager
Site: All Sites

On Track Model: Building Our Team with Intention



Laura Guape Anaya

Former On Track Student

Site Alumna – Woodburn HS

Site: All sites

Focus: Post-secondary



Christina Rubidoux, M.Ed.

Klamath Tribal Member

Site: Klamath County/Chiloquin HS

Focus: Klamath Tribal Students



Will Hess

Klamath Tribal Member

Site: Klamath County/Mazama HS

Focus: Klamath Tribal Students



Azalea Martinez

Site Alumna – Woodburn HS

Founding Team Member

Site: Woodburn HS



Sameya Amme

Former On Track Student

Site Alumna – Jefferson HS

Site: Jefferson HS



Nor Sampson

Warm Springs Tribal Member

Site Alumna – Madras HS

Site: Madras HS

Focus: Warm Springs Tribal Students



Nathan Commodore, M.Ed.

Former High School Teacher

Site: Parkrose HS



Katherine Mijal, M.Ed.

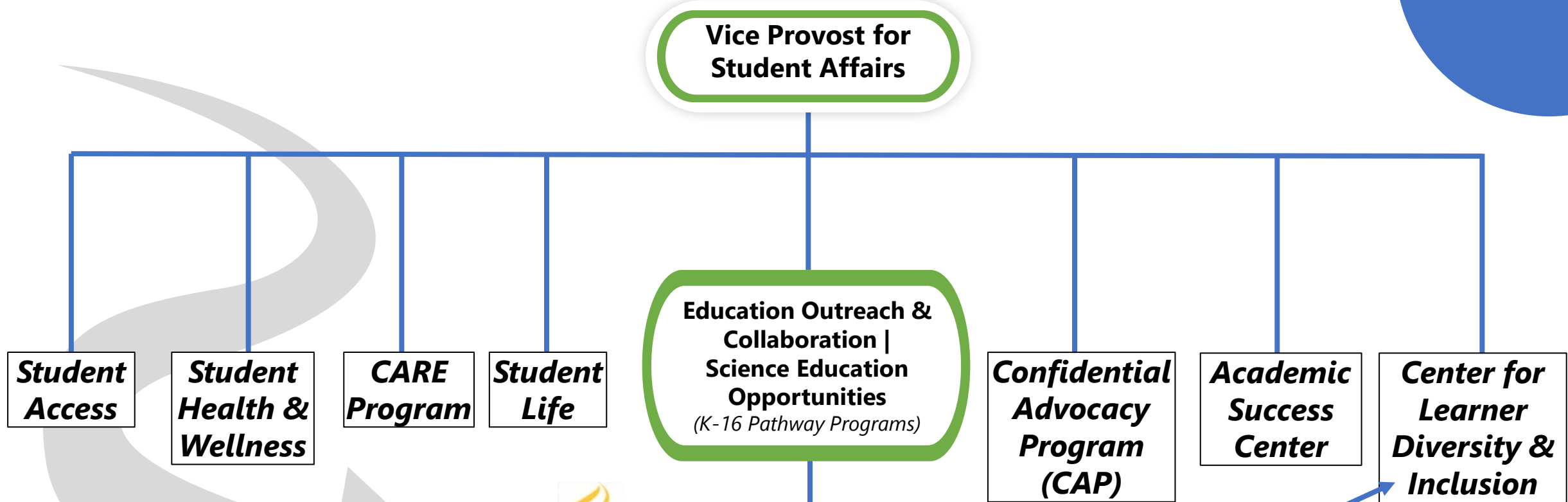
Former Middle School Teacher

Site: All sites

Focus: Middle Schools



Office of the EVP & Provost | Student Affairs



ONTRACKOHSU!



**Pre-Matriculation
Focus**



Partner Schools

- **Jefferson High School and feeder middle schools (Portland)** - total enrollment 492, 41% Black, 13% multiracial, >95% Free/Reduced Lunch
- **Parkrose High School and feeder middle school (Portland)** - total enrollment 987, 18% Black/African American, 30% Hispanic/Latino, 1% American Indian/Alaska Native, 9% multiracial, 88% Free/Reduced Lunch
- **Woodburn High School and feeder middle schools (Woodburn)** - total enrollment 1,546, 87% Hispanic/Latino, >95% Free/Reduced Lunch
- **Madras High School and feeder middle school (Warm Springs - serving the Warm Springs Tribal Students)** - total enrollment 714, 28% American Indian/Alaska Native, >95% Free/Reduced Lunch
- **Chiloquin High School and feeder middle schools (Klamath County – serving the Klamath Tribal Students)** - total enrollment 163, 43% American Indian/Alaska Native, 6% multiracial, 5% Hispanic/Latino, >95% Free/Reduced Lunch
- **Mazama High School and feeder middle schools (Klamath Falls – serving the Klamath Tribal Students)** - total enrollment 621, 6% American Indian/Alaska Native, >95% Free/Reduced Lunch

Before School

- Television and media
- Gender
- Social class
- Parents level of education and type of employment
- Cultural norms

During School

- Schooling and level of education
- Moving away from preconceptions
- Attaining a new cultural base with specific knowledge, values, and attitudes
- Pathway, internships, and exposure opportunities
- Workforce development (hard and soft skills)

After School

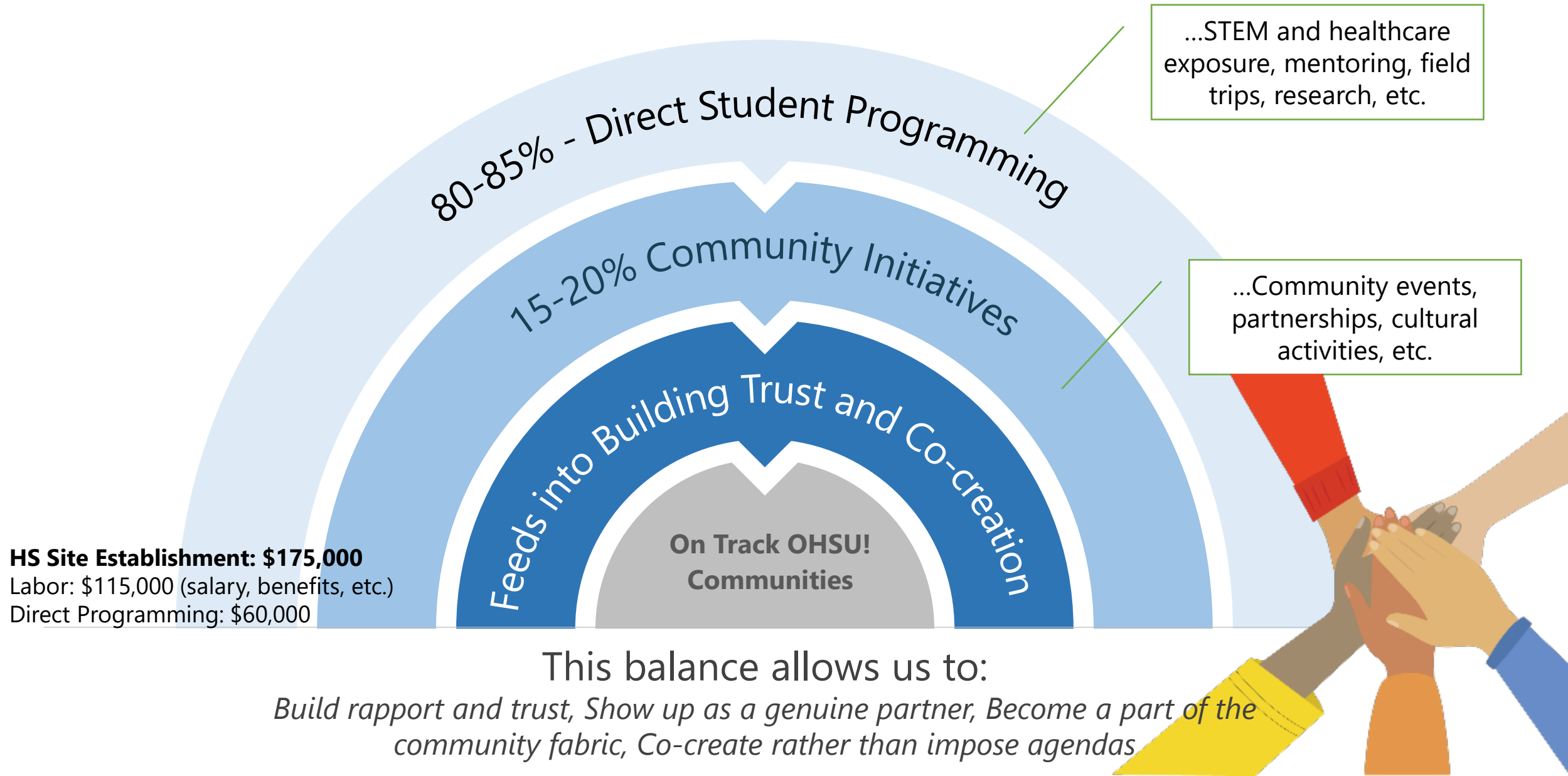
- Negotiating power, politics, and workplace culture
- The reality of workplace practices differ from the idealistic views obtained at university (reality shock)

Bridge

Bridge

On Track & OHSU

On Track Model: Unique Community-Centered Budget



On Track Model: “Earn While You Learn” Philosophy

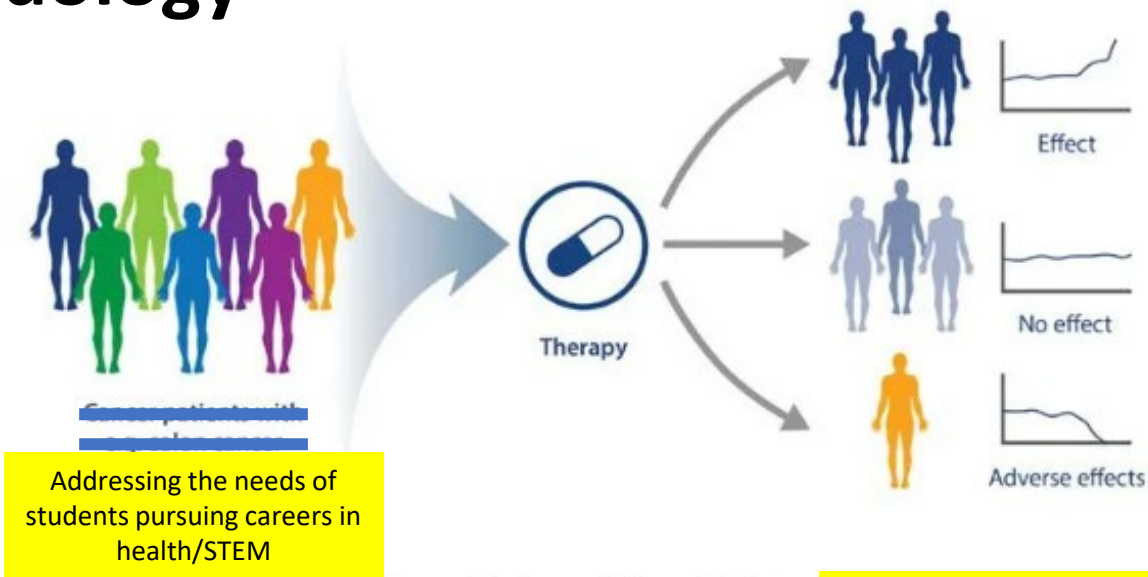


All Students Earn \$600 Stipends for Week-long Programming

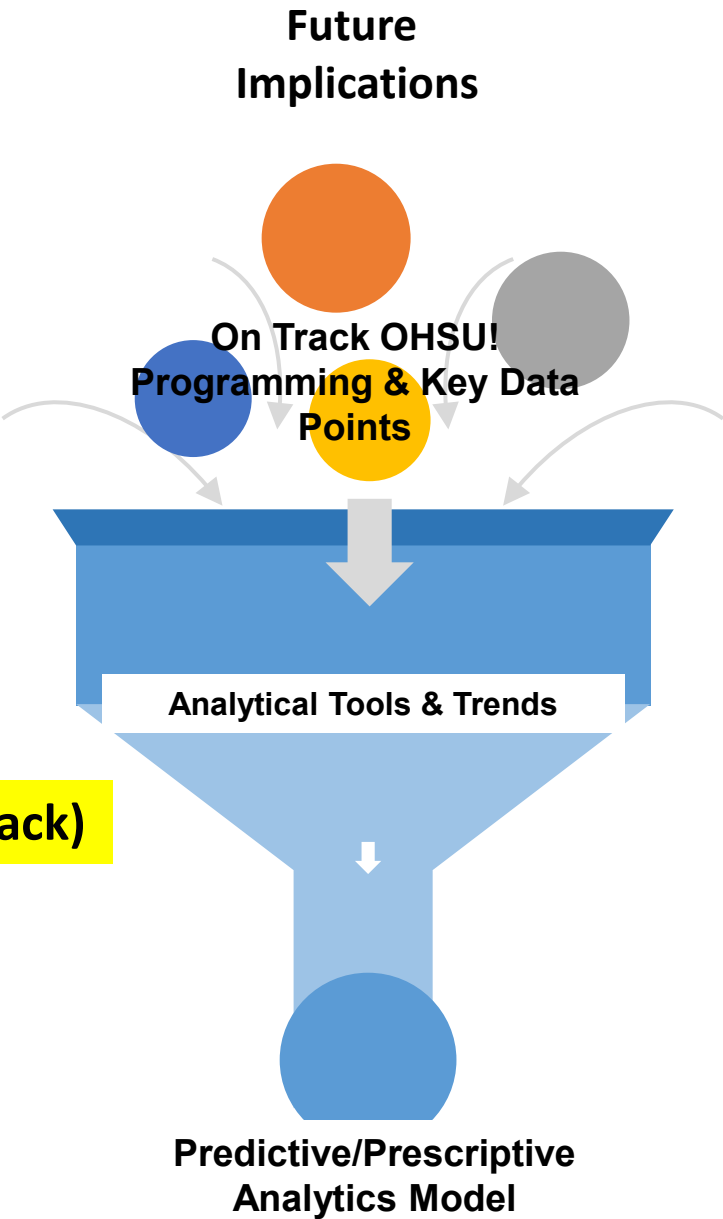
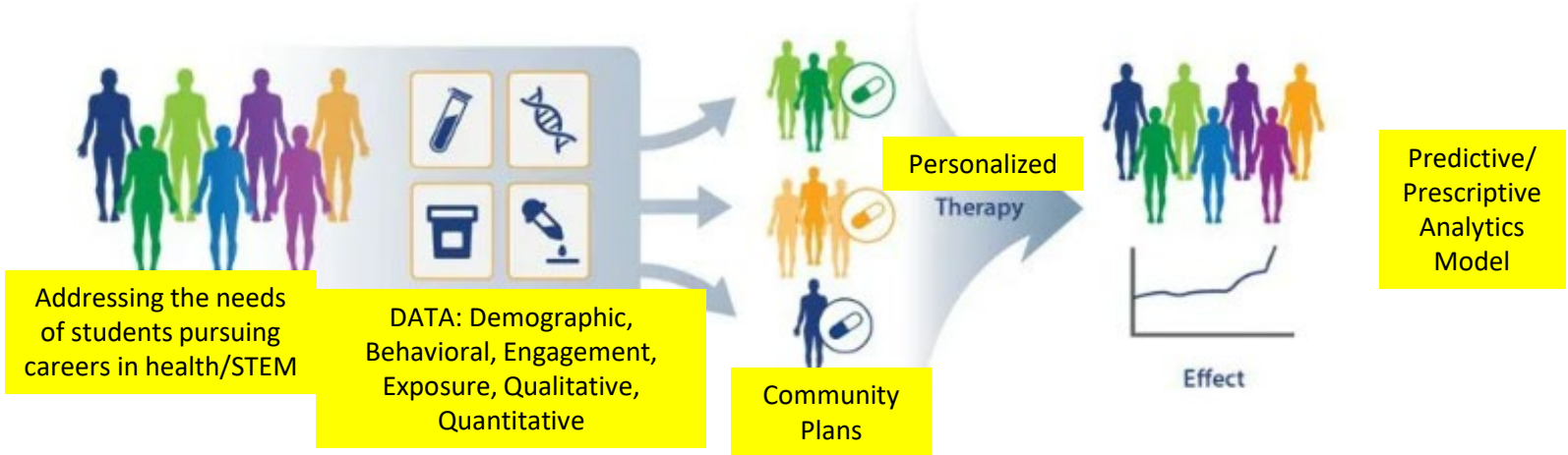
- **Removes Financial Barriers** – Provides stipends so students can focus fully on hands-on STEM programming without worrying about lost income from missing work.
- **Promotes Equity & Access** – Ensures students from historically underserved and low-income backgrounds can participate in transformative experiences without financial strain.
- **Encourages Full Engagement** – Allows students to immerse themselves in research, clinical shadowing, and skill-building activities without the distraction of outside job responsibilities.
- **Invests in Futures** – Reinforces the value of education by supporting students’ financial, academic, and professional growth simultaneously.
- **Strengthens Families & Communities** – Recognizes that many students contribute to household income and reduces the burden on families during program participation.

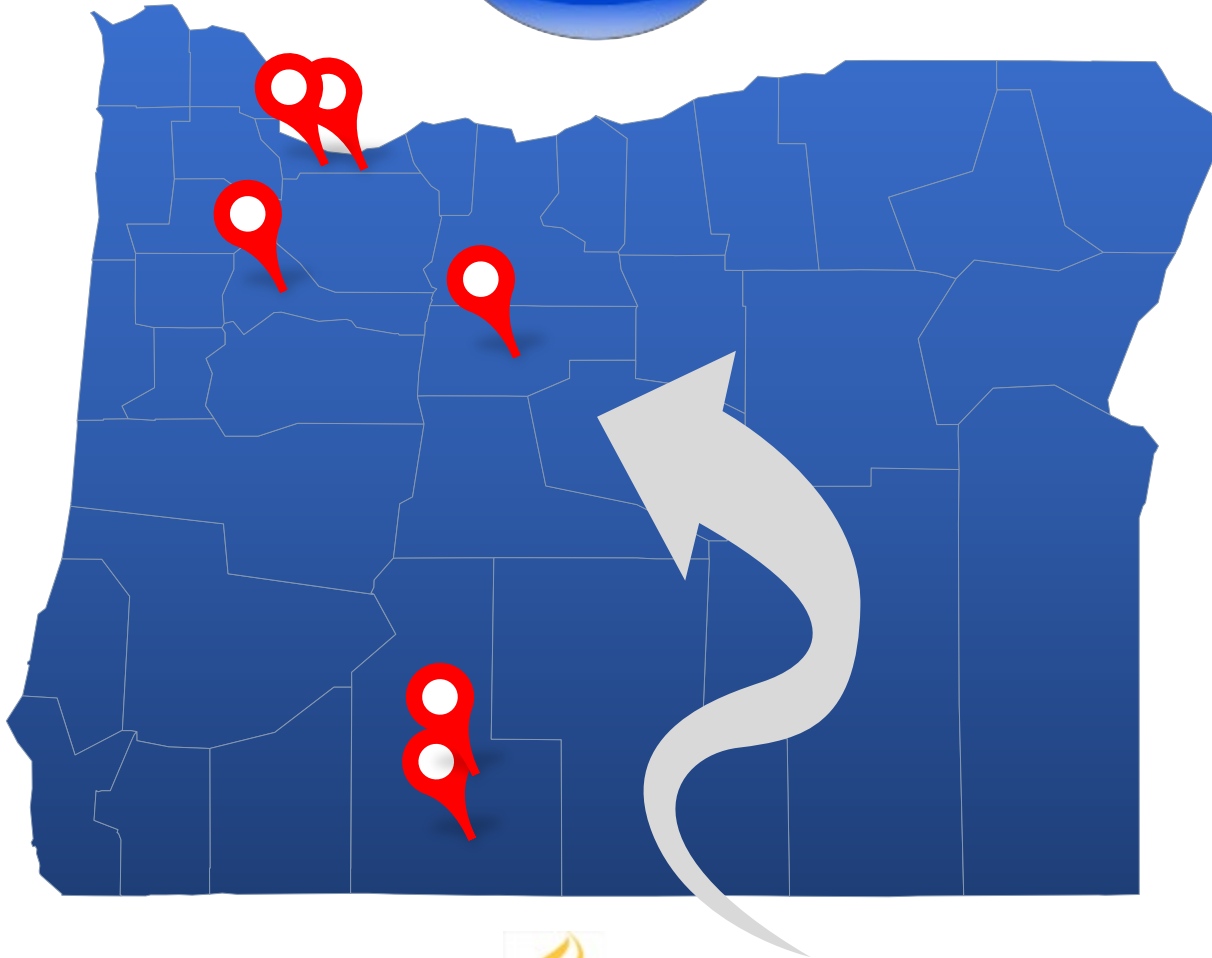
Our Methodology

Traditional Medicine **Pathway Programming**
One Treatment Fits All



Precision Medicine **Pathway Programming (On Track)**
More Personalized Diagnostics





ONTRACKOHSU!

Eleven [11] Feeder Middle Schools

Harriet Tubman MS
Ockley Green MS
Faubion K-8
Vernon K-8
Parkrose MS
French Prairie MS
Valor MS
Warm Springs K-8
Brixner Jr. High
Chiloquin Jr. High
Chiloquin Elementary



ON**TRACK**OHSU!

Program and Student Spotlights

Middle and High School Career Fairs @ OHSU's Portland Campus



PSU/OHSU ChemLab @ South Waterfront



Clinical Shadow at OHSU's Doernbecher Children's Hospital





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Thank you!
Any Questions?