

SHARON G.E. WASHINGTON, Ed.D., MPH

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EDUCATION

- May 2015 Doctorate of Education (Health Education) –Teachers College, Columbia University, New York, NY
- May 2012 Masters of Public Health (Sexuality and Health) –Columbia University Mailman School of Public Health, New York, NY
- May 2008 Bachelor of Arts (African American Studies)—*Summa Cum Laude*—Temple University, Philadelphia, PA

EXPERIENCE

- 2011-Present *Founder & CEO*
Sharon Washington Consulting, LLC, Philadelphia, PA
Conducting organizational assessment, strategic planning, curriculum development, training and facilitation, anti-racism allyship and leadership development, and organizational culture and climate transformation.
Clients include: University of California San Francisco, Department of Family Medicine; San Francisco, CA; Santa Rosa Family Medicine Residency Program, Santa Rosa, CA; Sutter Santa Rosa Regional Hospital, Santa Rosa, CA; Santa Rosa Community Health, Santa Rosa, CA; Braskem America, Inc.; Ultimate Medical Academy, Tampa, FL; Columbia University School of Nursing, New York, NY.
- 2016-2019 *Assistant Professor of Instruction*
Department of Social & Behavioral Sciences, Temple University, College of Public Health, Philadelphia, PA.
Supervisor: Stephen Lepore; Instructing four courses per semester; Chair of Diversity Committees for Department of Social and Behavioral Sciences and College of Public Health.
- 2012-2016 *Teaching Faculty & Director of Curriculum Development and Academic Enhancement*
Center for Multicultural and Community Affairs (CMCA), Icahn School of Medicine at Mount Sinai, New York, NY
Supervisor: Dr. Ann-Gel Palermo, MPH; Responsible for developing, instructing and evaluating curriculum, facilitating dialogues regarding race in medicine among medical students and faculty, mentoring medical students, and training staff.
- 2012-2016 *Assistant Adjunct Professor*
College Now Program, Hostos Community College, Bronx, NY
Supervisor: Elizabeth Wilson; Responsible for developing and instructing curricula for *Introduction to Community Health*, *Contemporary Health Issues* and *Medical Terminology* courses.
- 2012-2015 *Co-founder & Executive Director*
The Fierce Leadership for Youth (FLY) Academy, Bronx, NY
Responsible for program, curriculum and board development; fundraising; organizational leadership and management; and establishing community partnerships. Aided students in accumulating over \$6.5 million in grants and scholarships. Secured grants from Council for Opportunity in Education and The Wellmet Group.

- 2013 *Public Health Drug Policy Consultant*
Center for NuLeadership on Urban Solutions, Brooklyn, NY
Supervisor: Kyung-Ji Kate Rhee; Responsible for coordinating Public Health Task Force for public health approach to drug policy and implemented research.
- 2012 *Research Assistant*
Office of the Dean, Mailman School of Public Health, Columbia University, New York, NY
Supervisor: Dr. Linda Fried; Responsible for conducting research to guide formation of interdisciplinary public health think tank addressing mass incarceration.
- 2008-2011 *Community Education Specialist*
Project ACHIEVE, New York Blood Center, New York, NY
Supervisor: John Bonelli; Responsible for creating educational presentations and workshops, coordinating Community Advisory Board, supervising volunteers and interns, designing and implementing community initiatives, managed program reporting.
- 2010 *Instructor*
CUNY Young Women's Leadership Initiative, City University of New York, New York, NY
Supervisor: Julia Pujols; Responsible for enhancing and facilitating weekly curriculum for 12-15 African and Latina adolescents in 9th-11th grades, and supervised three volunteer mentors.
- 2009-2010 *Housing Outreach Specialist*
Goddard Riverside Community Center, New York, NY
Supervisor: Johannes Marcelis; Responsible for engaging in outreach to chronic street homeless populations, enrolling individuals into housing programs, and offering referrals.
- 2008-2009 *Street Outreach Coordinator/Youth Leadership Facilitator*
Girls Educational and Mentoring Services (GEMS), New York, NY
Supervisor: Julia Laurence; Responsible for coordinating street outreach team, provided crisis response counseling to girls, and facilitated Youth Leadership curriculum.
- 2006-2008 *Program Coordinator*
Philadelphia Development Partnership, Philadelphia, PA
Supervisor: Earl Boyd; Responsible for developing, implanting, and managing outreach efforts and reporting, and established community partnerships.

CLIENT PROFILES

- 2020 University of California San Francisco, San Francisco, CA
Led leaders of Department of Family and Community Medicine through formation of affinity group safe & brave space dialogues as response to disparities in COVID-19, police brutality and community uprisings. Facilitated safe & brave space for department members of African descent. Provided leadership coaching to Program Director of Family Medicine Residency.
- 2020 Santa Rosa Community Health, Santa Rosa, CA
Provided training and development for members of Diversity and Inclusion Committee. Developed structure, governance, and charter for Diversity Committee, as well as immediate and long-term priorities for initiatives. Delivered coaching for Diversity Committee leadership and Executive Sponsor.

- 2019-2020 Sutter Santa Rosa Regional Hospital, Santa Rosa, CA
 Provided training and development for members of Diversity and Inclusion Committee. Developed structure, governance, and charter for Diversity Committee, as well as immediate and long-term priorities for initiatives. Delivered coaching for Diversity Committee leadership and Executive Sponsor. Engaged Labor & Delivery department in formation of Culture Committee to address bias and harassment, implement a departmental climate survey, and coach committee leaders.
- 2019-2020 Santa Rosa Family Medicine Residency Program, Santa Rosa, CA
 Provide assessment, strategy, and training to residency program in order to increase inclusion and belonging. Disseminated and reported on climate of program, facilitated listening sessions among residence and faculty, created and implemented trainings, engaged and coached program and hospital leadership to prepare for and facilitate change, and developed evaluation strategy for assessing efforts. Increased resident sense of belonging by 12%; and 100% increase in faculty understanding of resident experiences of bias and comfort engaging in discussions of bias since previous year.
- 2018-2019 Ultimate Medical Academy, Tampa, FL
 Spearheaded launch of diversity and inclusion efforts with 3-hour training of D&I Council and six brownbag talks regarding unconscious bias and racial microaggressions reaching over 180 staff and leaders. Offered 3-hour interactive follow-up training for D&I Council and 2-hour workshops among leadership regarding how to mediate microaggressions and enhance allyship in the workplace, reaching over 60 people leaders and managers.
- 2017-2019 Columbia University School of Nursing, New York, NY
 Facilitated Deconstructing Racism in Health Care course for three summer semesters. Created and implemented online training for three student facilitators to prepare for creating and maintaining safe space.

LECTURES/PRESENTATIONS

- May 2020 Keynote Address: “*Intersectionality Matters!: Mitigating Unconscious Bias and Racial Microaggressions in Behavioral Health Care.*” Pennsylvania Care Partnership Webinar Series.
- Feb. 2020 Panel Member: “*Where Do We Go from Here: Addressing Medical Mistrust, Racism and Restorative Justice*”. Southern AIDS Coalition & Tuskegee University Lifting the Veil Think Tank, Tuskegee, AL.
- Mar. 2019 “*The Diversity, Inclusion, and Belonging Committee: Broadening Students’ Exposure to Topics Related to Social Justice and Health*”. Washington, S.G.E. Oral Presentation, Undergraduate Education for Public Health and Global Health Summit, Arlington, VA.
- Nov. 2017 Keynote Address: “*Deconstructing Racism in Health Care: Healing Ourselves, Our Patients & Society. An Approach to Teaching About Racism in Medicine.*” New York Medical College Grand Rounds, Valhalla, NY.
- Sept. 2017 Panel Member, Opening Plenary: “*Equipping and Empowering Faith-Based Organizations to meaningfully address HIV/AIDS, Hepatitis C and Health Equity through Private-Public Partnerships,*” Office of the Assistant Secretary for Health U.S. Department of Health and Human Services, Region III, Philadelphia, PA.
- Jan. 2017 Keynote Address: “*What is Race: Deconstructing Race in Medicine and Health.*” Webinar Series, American Medical Student Association.
- Oct. 2016 “*Beyond implicit bias: a medical student course of race and racism in medicine.*” Austin, C., Crawford-Roberts, A., Kahn, M., Lynch, G., Mirand, C., Ostrer, L., Palermo, A.S., & Washington, S. Oral Presentation, American Public Health Association, Denver, CO.

- Sept. 2015 “*White Male Sexual Imperialism: Exploring Race, Sexuality and Health from a Socio-Political-Historical Perspective.*” Washington, S. Guest Lecture, Icahn School of Medicine at Mount Sinai Sexuality and Medicine Elective Course, New York, NY.
- Sept. 2015 “*Guns, Hospitals and Patients in Crisis: Medical Student Response to the Shooting of Allen Pean.*” Washington, S. Panel Discussion, Icahn School of Medicine at Mount Sinai, New York, NY.
- Aug. 2015 “*Social Determinants of Health.*” Washington, S. Panel Discussion, Art and Science of Medicine Course, Icahn School of Medicine at Mount Saini.
- Nov. 2014 Keynote Address: “*Unpacking Me: Exploring & Defining from Within*” Washington, S. Women’s Session of Gates Millennium Scholars Leadership Conference, San Jose, CA
- Nov. 2014 “*Beyond Cultural Competency: A Course for Medical Students on Race in Medicine and Health.*” Hennelly, M, Krinsky, L, Crawford-Roberts, A, Gomez, A, Ramirez-Zamudio, Washington, S, Palermo, A. Oral presentation, American Association of Medical Colleges, Chicago, IL
- Aug. 2014 “*Origins of Health Disparities.*” Washington, S. Guest Lecture, Art and Science of Medicine Course, Icahn School of Medicine at Mount Sinai, New York, NY.
- April 2014 “*Beyond Cultural Competency: A Course for Medical Students on Race in Medicine and Health.*” Hennelly M, Krinsky L, Crawford-Roberts A, Gomez A, Ramirez-Zamudio, Washington S, Palermo A. Poster presentation, Institute for Medical Education Research Day, Institute for Medical Education, Icahn School of Medicine at Mount Sinai, New York, NY
- April 2014 “*A Model College Preparation Program for Low-Income High School Students of Color—Promoting Access to Educational Equity at The FLY Academy*” Washington, S. Oral presentation, 6th Annual Health Disparities Conference at Teachers College, Columbia University, New York, NY
- February 2013 Keynote Address: “*State of Black Health*” Washington, S. Black History Dinner, Icahn School of Medicine at Mount Sinai, New York, NY
- April 2012 “*African-Centered Holistic Healing for African American Women Survivors of Childhood Sexual Abuse*” Washington, S. Oral presentation, Society for the Scientific Study of Sexuality Western Regional Meeting, Los Angeles, CA
- April 2012 “*African-Centered Holistic Healing for African American Women Survivors of Childhood Sexual Abuse*” Washington, S. Oral presentation, Student Research Diversity Day, Mailman School of Public Health, Columbia University, New York, NY
- Nov. 2012 Keynote Address: “*Unpacking Me: Exploring & Defining from Within*” Washington, S. Women’s Session of Gates Millennium Scholars Leadership Conference, San Jose, CA
- Sept. 2011 Keynote Address: “*Unpacking Me: Exploring & Defining from Within*” Washington, S. Women’s Session of Gates Millennium Scholars Leadership Conference, Richmond, VA
- Aug. 2010 “*Black Community and Medical Research: Exploring the Impact of Abuses of the Black Community in the Era of HIV*” Washington, S. HIV Vaccine Trial s Unit Community Forum, Seattle, WA
- June 2010 Keynote Address: “*Black Community and Medical Research: Exploring the Impact of Abuses of the Black Community in the Era of HIV*” Washington, S. SisterLove HIV Vaccine Awareness Day Event, Atlanta, GA
- Sept. 2009 “*Black Community and Medical Research: Exploring the Impact of Abuses of the Black Community in the Era of HIV*” Washington, S. U.S. Community Educators Session at HIV Vaccine Trials Network Full Group Meeting, Seattle, WA
- August 2009 “*Black Community and Medical Research: Exploring the Impact of Abuses of the Black Community in the Era of HIV*” Washington, S. Workshop for NY State LGBT People of Color Health Summit, Albany, NY

RESEARCH & PUBLICATIONS

2019 Washington, SGW & Fullilove, R. “6. Structural Racism in Policing & Mass Incarceration: A Driver of Health Disparities in Black and Latino/Latina Communities”. Racism: Science & Tools for the Public Health Professional. American Public Health Association.

TEACHING EXPERIENCE

Teaching Activity/Topic	Level	Role	No. of Learners	No. of hrs/week/month/yr	Years Taught
MEDICAL & CLINICAL EDUCATION					
Deconstructing Race in Medicine and Health: Our Patients, Our Selves Icahn School of Medicine at Mount Sinai	Elective course, open to all medical students	Co-course designer; Facilitator	23	10 weeks; 2hrs/week	Spring 2014, 2015, 2016, 2017, 2018
Unconscious Bias for Health Care Professionals Temple University Physician Assistant Program	Required training series for all PA students	Training designer; facilitator	20	2 sessions; 90 minutes each	Spring 2017, 2018, 2019
Self-Care for Health Care Professionals Temple University Physician Assistant Program	Required training for all PA students	Training designer; facilitator	40	1 session; 90 minutes	Spring 2017
Deconstructing Racism in Health Care Columbia University School of Nursing	Elective course, open to nursing and other clinical students	Co-course designer; Facilitator	15	10 weeks; 3hrs/week	Summer 2017, 2018, 2019
UNDERGRADUATE LEVEL					
Ethnicity, Culture, and Health	Undergraduate public health majors	Instructor	73	14 weeks; 2 hrs, 40 min/week	Spring 2018
Contemporary Slavery and Public Health	Undergraduate	Creator and Instructor	31	14 weeks; 2 hrs, 40 min/week	Spring 2018
AIDS and Society	Undergraduate	Instructor	70	1 week; 8 hrs/day	Spring 2018, 2019
Internship 1 for Public Health Majors Temple University	Undergraduate	Instructor	25	14 weeks; 2 hrs, 40 min/week	Spring 2017
Public Health Program Planning Temple University	Undergraduate	Instructor	30	14 weeks; 2 hrs, 40 min/week	Fall 2016, Spring 2017, Fall 2018, Spring 2019
Professional Seminar for Public Health Majors Temple University	Undergraduate	Instructor	31	14 weeks; 2 hrs, 40 min/week	Fall 2016, Spring 2017; Fall 2017
Public Health: The Way We Live, Work & Play Temple University	Undergraduate students in College of Public Health	Instructor	65	14 weeks; 2 hrs, 40 min/week	Fall 2016, Spring 2017; Fall 2017; spring 2018, fall 2018, spring 2019

Race and Culture in Medicine Icahn School of Medicine at Mount Sinai	Northeast Regional Alliance (NERA) MedPrep Program	Developed and facilitated seminar-based curriculum on race, culture and medicine for pre-med collegiate summer	40	6 weeks; 1.5hr/week	Summer 2013, Summer 2014, Summer 2015, Summer 2016
Introduction to Community Health Hostos Community College	Intro course for college-level Hostos students, requirement for Community Health majors	Course designer; instructor	30	13 weeks; 3hrs/week	Summer 2014, Summer 2015, Fall 2015, Spring 2016 (online)
Contemporary Health Issues Hostos Community College	Requirement for Community Health majors at Hostos	Course designer; instructor	30	13 weeks; 3hrs/week	Fall 2015
Medical Terminology Hostos Community College	College-level course for college-bound high school juniors and seniors	Course designer; Instructor	24	13 weeks; 2.5hrs/week	Spring 2013
Interpersonal Relations Hostos Community College	College-level course for college-bound high school juniors and seniors	Course Instructor	12	2 weeks; 3hrs/week	Winter 2014
MASTERS LEVEL					
Critical Race Discourse Think Tank Mailman School of Public Health, Columbia University	Master of Public Health Program independent study- Columbia University Mailman School of Public Health	Lecturer: Community-Based Participatory Research--Theory, Process and Practice	20	13 weeks; 3hr/week	Spring 2012-Fall 2013
Culture, Illness, and Community Health Icahn School of Medicine at Mount Sinai	Masters Level (MPH and MSc) Clinical Research Training Program	Lecturer	20-55	2 weeks; 1.5hrs/week	Spring 2013, 2014, 2015, 2016, 2017, 2018

SERVICE TO THE DEPARTMENT/COLLEGE

- 2017-2018 Created/Chair Social and Behavioral Science Department Diversity Committee; spearheaded and facilitated Diversity Lunch and Learn Series; created/host annual Black History Month Film Screening Series; completed LGBTQ Safe Zone Training.
- 2018 Communications Chair, College of Public Health Diversity Committee-chair of two task groups; created leadership structure of committee.
- 2016-2017 Undergraduate Committee-reviewed SBS curriculum; created undergraduate course: *Contemporary Slavery and Public Health* to be implemented Spring 2018.

SERVICE TO THE UNIVERSITY

- 2016-2017 Temple Undergraduate Research Forum Review Board; Provided two mock lectures in collaboration with IDEAL and Advocate Center for Culture and Education Summer Boot Camp.

PROFESSIONAL SERVICE

- 2017 Peer-reviewed for *Journal of Teaching and Learning in Medicine* and *Journal of Racial and Ethnic Health Disparities*.

LEADERSHIP ROLES

- 2017-2018 *Chair*, Social and Behavioral Sciences Department Diversity Committee
2015-2017 *President*, Gates Millennium Scholars Alumni Association Advisory Council
2013-2015 *Executive Regional Advisor*, Gates Millennium Scholars Alumni Association Advisory Council
2010-2017 *Founding Member*, Gates Millennium Scholars Alumni Association Advisory Council
and Regional Advisor for New York City, NY.
2010-2013 *Executive Secretary*, Gates Millennium Scholars Alumni Association Advisory Council

HONORS/AWARDS

- 2017 Temple University College of Public Health, Social and Behavioral Sciences Department
Teaching Award
2008 Induction in Phi Beta Kappa Academic Honor Society
2008 Induction into Golden Key International Honor Society
2008 President's Scholar Award for Academic Achievement-Top 7% of Graduating Class
2008 Annie Hyman Award for Outstanding Service to the Department of African American
Studies (AAS)
2008 Shirley Graham Dubois Award for Outstanding Academic Achievement-Highest GPA in
Department of AAS