



EVENT REPORT

Creating Generational Health



Table of Contents

Executive Summary.....	3
Key Outcomes.....	4
Basic Demographic Snapshot.....	5
Participant Engagement.....	6
Career Awareness.....	7
Survey Data & Impact Analysis.....	8
Community Impact.....	10
Summary of Workshops & Desired Outcomes.....	11
Overview of Facilitators.....	13
Power of Representation.....	15
Conclusion.....	18
Collaborate With Us.....	19
Thank You.....	20

Executive Overview

Melanin and Medicine was founded to expose youth and young adults to BIPOC healthcare professionals, showcase non-traditional career journeys in healthcare, and build confidence in their ability to pursue medical careers.

The event also fosters community engagement between healthcare professionals and aspiring youth.

Since its launch in 2023, Melanin and Medicine has become one of Build 2 Lead's cornerstone initiatives, designed to increase wellness and representation within the communities we serve.

This year's event featured a dynamic lineup of hands-on workshops and career pathway discussions that empowered, engaged and educated participants.

This year, we impacted 92 youth and young adults (ages 12-19), connecting them with 13 professionals from healthcare and education.

Through this event, we expanded participants' understanding of healthcare careers and improved health literacy. We were inspired by the commitment of our partners and stakeholders and even more impressed by the students' curiosity and enthusiasm. This report details the event's key outcomes, workshop highlights, and insights from pre- and post-event surveys. It also outlines how we plan to continue building generational health by ensuring at least 40% of participants have access to further healthcare experiences and career pathways through our partners.



Key Outcomes

At Build 2 Lead, we measure the success of each event by capturing critical data that highlights its impact. Our goal is to serve underrepresented youth by creating opportunities that enhance their wellness and professional aspirations. Through intentional programming, we aim to:

- Increase health literacy among youth
- Expand awareness of healthcare careers, including both traditional and non-traditional entry points
- Provide hands-on workshops that develop essential healthcare skills
- Strengthen cross-generational collaboration within the community

Below, we present both qualitative and quantitative data that reflect the outcomes of this year's Melanin and Medicine event.

DEMOGRAPHICS

The event welcomed students from multiple schools, primarily from Federal Way Public Schools (FWPS), as well as a few from non-FWPS institutions. This diverse representation was made possible through partnerships with FWPS advocates and stakeholders who helped facilitate student participation.

Schools Represented

FWPS schools:

- Federal Way High School
- TAF@Saghalie
- Puget Sound Skills Center
- Federal Way High School
- Thomas Jefferson High School
- Kilo Middle School

Non-FWPS Schools:

- Why Not You Academy

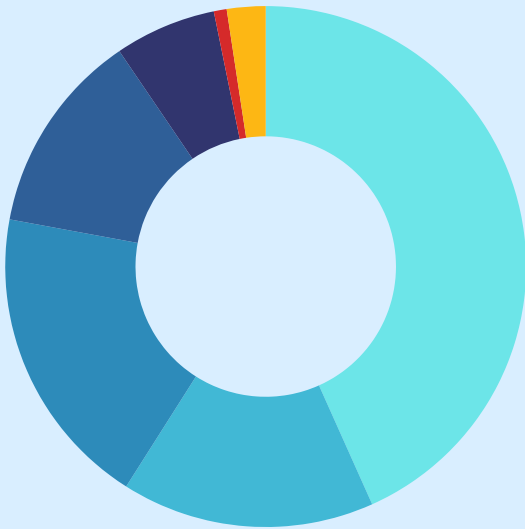


BASIC DEMOGRAPHIC SNAPSHOTS

Basic Demographic Snapshots (Counts based on 92 participants)

RACE/ETHNICITY

- Black/African-American 43.3%
- Asian 15.7%
- Hispanic/Latin X 18.9%
- Two or more Races 12.6%
- Native Hawaiian 6.3%
- American Indian 0.8%
- White 2.4%



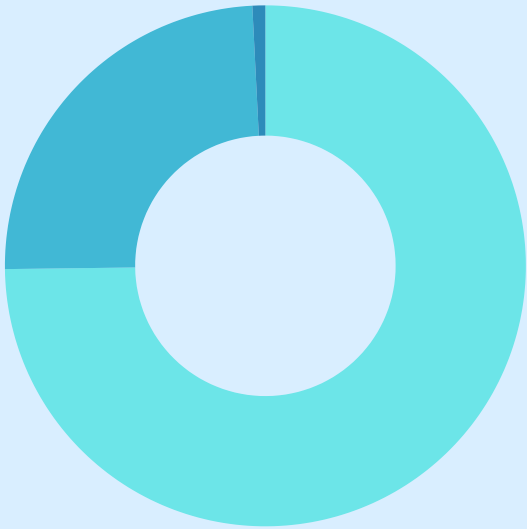
WHAT GRADE ARE YOU IN?

- Middle School 4.7%
- Freshman 22.8%
- Sophomore 29.9%
- Junior 18.1%
- Senior 24.4%



WHAT IS YOUR GENDER IDENTITY?

- Female 74.8%
- Male 24.4%
- Other 0.8%



PARTICIPANT ENGAGEMENT

SKILL DEVELOPMENT

Students were highly engaged throughout the event, showing enthusiasm for skill development, career exploration, and health literacy discussions. Guest speakers shared invaluable insights, and participants connected deeply with the mission of Build 2 Lead's "B2L Wellness" Initiative.

Workshops helped students develop hands-on skills in:

- **Surgical Technology**
- **Family Nursing & Sexual Health Education**
- **Mental Health Counseling & Community Resource Navigation**
- **Blood Pressure Education & Manual Blood Pressure Checks**

CAREER AWARENESS

Students explored various career pathways, including:

Healthcare Administration
Healthcare Information Technology
Healthcare Law & Policy
Supply Chain Management in Healthcare
Ultrasound Sonography
Nurse Practitioner Tracks
Healthcare Leadership

•

We asked youth their interest in specific healthcare tracks.

These tracks are critical in creating financial sustainability thus leading to opportunities for creating generational wealth, providing non-traditional access to long-term healthcare careers, and offer opportunities for jobs that can impact community centric healthcare institutions and traditional institutions.



CAREER AWARENESS

When we asked youth which career tracks interest them in our registration form below are the results:

- 18% selected Diagnostic & Technical roles**
- 16% selected Therapists and Rehabilitation roles**
- 14% selected Nursing and Medical Assistant roles**
- 13% selected Physician and PA roles**
- 9% selected Registered Nursing and other nursing roles**
- 8% selected Research, Admin. and Public Health roles**
- 7% selected Dentists and Dental Assistant roles**
- 6% selected Psychiatric roles**
- 4% selected Paramedic and Emergency Medical Service roles**
- 4% selected “Other” and “Unsure” as an option**
- 1% selected Pharmacist and Pharmacy Tech roles**

Additionally, discussions covered post-secondary options, such as financing medical education, pre-apprenticeships, and apprenticeships.



SURVEY DATA & IMPACT ANALYSIS

We conducted pre- and post-surveys to assess how the event influenced students' awareness and confidence regarding healthcare careers.

Below is a summary of the key insights from our data captured from 84 out of 92 participants.

HEALTHCARE CAREER EXPOSURE

Pre-Survey: Many students had limited knowledge of the breadth of healthcare career options.

Post-Survey: There was a 32% increase in students reporting a strong understanding of high-paying and non-traditional healthcare careers.

B2L Impact: Exposure to professionals and industry insights significantly broadened participants' awareness of career possibilities in healthcare.

AWARENESS OF HEALTHCARE CAREER TRACKS

Pre-Survey: Students were unsure of different career tracks in healthcare.

Post-Survey: Awareness increased by 41%, with more students recognizing various professional roles beyond traditional medicine.

B2L Impact: By demystifying career paths, we helped students see new possibilities and expanded their understanding of healthcare professions.

CAREER PATHWAY & PIPELINE UNDERSTANDING

Pre-Survey: Students had little knowledge of how to enter healthcare careers.

Post-Survey: A 37% increase in students understanding the necessary steps for pursuing healthcare careers.

B2L Impact: Learning about educational pathways, apprenticeships, and alternative routes gave students clearer direction and motivation to pursue healthcare careers.

SURVEY DATA & IMPACT ANALYSIS

We conducted pre- and post-surveys to assess how the event influenced students' awareness and confidence regarding healthcare careers.

Below is a summary of the key insights from our data captured from 84 out of 92 participants.

CONFIDENCE IN SUCCEEDING IN HEALTHCARE

Pre-Survey: Many students lacked confidence in their ability to succeed in healthcare.

Post-Survey: A 45% increase in students feeling they could thrive in the field.

B2L Impact: Representation matters—seeing BIPOC professionals in the industry inspired students and reinforced their belief in their own potential.

INDIVIDUAL INTEREST IN HEALTHCARE CAREERS

Pre-Survey: Some students were unsure if healthcare aligned with their interests.

Post-Survey: A 29% increase in students expressing a strong interest in healthcare careers.

B2L Impact: Exposure to diverse career options helped students find paths that resonated with their personal aspirations.

FEELINGS OF EQUITY & REPRESENTATION IN HEALTHCARE

Pre-Survey: Many students felt underrepresented in the healthcare industry.

Post-Survey: A 50% increase in students feeling that their communities were equitably represented in healthcare.

B2L Impact: Seeing BIPOC professionals in leadership roles showed students that healthcare is a space where they belong and can thrive.

Community Impact

Through partnerships and community collaboration, Melanin and Medicine has fostered meaningful connections between students and healthcare professionals.

Our P.O.W.E.R Council engaged in year-long listening sessions with community members to understand the barriers BIPOC youth face in accessing healthcare careers.

To bridge these gaps, we:

- **Hosted seven planning sessions with institutional stakeholders and healthcare professionals**
- **Sourced event services from local BIPOC-owned businesses**
- **Provided direct engagement with healthcare professionals to increase representation and access**

SUMMARY OF WORKSHOPS & DESIRED OUTCOMES

Our goal for every event is to provide a myriad of experiences that provide “hands-on” learning experiential opportunities and informative presentations that result in students having tangible steps in accessing a career pathway or pipeline. Our amazing presenters not only insured we had a variety of topics, but truly demonstrated in their workshops their own intrinsic motivation to “create generational health.” Here is a list of the workshops that youth engaged in highlighting the key points and experiences our student participants gained.



SUMMARY OF WORKSHOPS & DESIRED OUTCOMES

MEDICINE IS DEEP WITH ANTI-BLACK RACISM: IT'S TIME TO TAKE IT B(L)ACK

Key Points: Historical impact of anti-Black racism in medicine, Black excellence in healthcare, advocacy for racial justice in health.

Experience: A powerful discussion led by Dr. Ali M. Thomas, an HBCU graduate, sharing his personal journey through medical leadership and the role of activism in healthcare equity.

MENTAL HEALTH AND HOLISTIC WELLNESS

Key Points: Emotional fitness within a Diversity, Equity, Inclusion, and Accessibility (DEIA) framework.

Experience: A reflective session that explores culture as a protective factor in health, with discussions on intersectionality and navigating healthcare systems.

BEYOND THE BEDSIDE: EXPLORING NON-CLINICAL HEALTHCARE CAREERS

Key Points: Exposure to healthcare careers outside of direct patient care.

Experience: A deep dive into alternative roles in healthcare, showcasing career opportunities in administration, technology, and policy.

BECOMING A SEXUAL HEALTH NURSE PRACTITIONER

Key Points: Educational path, leadership in healthcare, trauma-informed care, and reproductive justice.

Experience: Personal storytelling of a journey to becoming a nurse practitioner, insights into patient care, and an introduction to sexual health history-taking.

NAVIGATING HEALTHCARE LEADERSHIP: MY JOURNEY IN HEALTHCARE ADMINISTRATION

Key Points: Importance of resilience, adaptability, and exploring non-clinical healthcare roles.

Experience: A presentation detailing the speaker's career path, key lessons, video clips, and an open Q&A.

SUMMARY OF WORKSHOPS & DESIRED OUTCOMES

THE UNEXPECTED PATH TO SURGICAL TECHNOLOGY

Key Points: Personal journey through multiple healthcare roles leading to surgical technology.

Experience: Hands-on exposure to surgical instruments and an overview of various patient-care roles.

THE ART OF NURSING

Key Points: Fundamental nursing skills and patient observations.

Experience: Hands-on activities including blood pressure checks and physical assessments.

HOW TO OVERCOME BARRIERS IN HEALTHCARE LEADERSHIP ADVANCEMENT

Key Points: Identifying and overcoming challenges in healthcare leadership.

Experience: Practical strategies and real-life experiences shared to inspire leadership in healthcare.

WSOS SCHOLARSHIP INFO SESSION

Key Points: Overview of the WSOS Scholarship and how students can apply.

Experience: Informational session with Q&A to guide students in securing financial support for their healthcare education.

MAKING A HEALTH DIFFERENCE IN MY COMMUNITY

Key Points: Understanding health disparities, using data to drive change, and building community trust.

Experience: An interactive workshop where students explore community health disparities, identify resources, and brainstorm solutions to improve healthcare equity.

A CAREER IN ULTRASONOGRAPHY

Key Points: Overview of ultrasound as a career, educational paths, and job responsibilities.

Experience: PowerPoint presentation with real ultrasound images, career insights, and Q&A.

OVERVIEW OF FACILITATORS/AGENTS OF CHANGE

At the Melanin and Medicine event, a diverse group of healthcare professionals and industry leaders came together to share their knowledge, experiences, and pathways to success.

These facilitators not only led workshops but also served as living examples of what is possible for BIPOC youth in healthcare. Their presence underscored the importance of representation, showing young attendees that they, too, can thrive in medical, mental health, and allied health professions.

LEADERS IN MEDICINE AND MENTAL HEALTH

- **Dr. Ali Thomas** – As a physician and advocate, Dr. Thomas illuminated the historical and present-day challenges of anti-Black racism in medicine, inspiring students to reclaim leadership in healthcare.
- **Mr. Castillo, Licensed Mental Health Counselor** – Mental health is often overlooked in healthcare discussions, but Mr. Castillo's expertise highlighted the importance of emotional wellness and counseling careers.

NURSING & ADVANCED PRACTICE PROVIDERS

- **Rasheda Hatchett, MN, RN** – A seasoned nurse leader, Rasheda shared insights on resilience, leadership, and the power of nursing in transforming healthcare systems.
- **Jacqui Murillo, Family Nurse Practitioner** – As a specialist in sexual health and reproductive justice, Jacqui provided a critical perspective on patient advocacy and trauma-informed care.
- **Josiah Wedgwood, RN** – With a deep commitment to patient care, Josiah offered hands-on learning opportunities, giving students a glimpse into the daily life of a nurse.

OVERVIEW OF FACILITATORS/AGENTS OF CHANGE

SURGICAL AND DIAGNOSTIC HEALTHCARE PROFESSIONS

- **Taniesha Murrell, CST (Certified Surgical Technologist)** – Taniesha introduced students to the behind-the-scenes world of surgical procedures and the critical role surgical technologists play in patient safety.
- **Vanetta Scott, Diagnostic Medical Sonographer** – Vanetta shared her journey in medical imaging, demonstrating how sonographers play an essential role in diagnosing and treating medical conditions.

HEALTHCARE ADMINISTRATION AND WORKFORCE DEVELOPMENT

- **Cora Wyche, Workforce Pathways Program Manager** – Cora guided students in understanding workforce pipelines and how to navigate career pathways in healthcare.
- **Nick Khamphilom, Senior Career Development Advisor** – Nick provided invaluable career advice, helping students envision and plan for their futures in healthcare.
- **Cynthia Maccotan, Program Manager** – Cynthia connected participants with resources and opportunities to further their education and career aspirations in health and medicine.

ALLIED HEALTH AND HEALTHCARE SUPPORT ROLES

- **Caroline Kimani, BSRT, MPH, Respiratory Therapy**
- **Kyesha Pringle, Community Health Advocate**

These professionals played crucial roles in highlighting alternative healthcare careers, showing students that there are multiple ways to make an impact in the industry.

THE POWER OF REPRESENTATION

By exposing BIPOC youth to professionals who share their backgrounds and lived experiences, Melanin and Medicine broke barriers of doubt and instilled confidence. Seeing Black, Indigenous, and People of Color (BIPOC) professionals in leadership roles allows young people to visualize themselves in these careers and understand that they belong in these spaces.

These facilitators not only shared their expertise but also created a space for mentorship, networking, and inspiration—key factors in shaping the next generation of healthcare leaders. Their presence reaffirmed the message that healthcare is not just a career path, but a vehicle for community transformation, justice, and empowerment.



YOUTH OVERALL SATISFACTION & KEY TAKEAWAYS

1. High Overall Satisfaction with the Event

- **92% of participants rated the event as excellent or very good.**
- The majority expressed appreciation for the diverse range of healthcare professionals present and the interactive nature of the workshops.
- Students valued the opportunity to see professionals who reflected their backgrounds, reinforcing the importance of representation in healthcare.

Narrative: *Melanin and Medicine successfully created an inclusive and inspiring atmosphere where youth felt welcomed, engaged, and motivated to explore healthcare careers. The event's structure, which blended education with hands-on experiences, played a key role in its success.*

THE POWER OF REPRESENTATION

WORKSHOP ENGAGEMENT & LEARNING IMPACT

2. Hands-On Activities Were the Most Impactful

- **85% of students preferred workshops with hands-on elements** like suturing and surgical technology over traditional lecture-based sessions.
- The **suture clinic was highly praised**, with students requesting its return next year.
- Some participants noted that **workshops could have been even more interactive**, suggesting more engagement opportunities.

***Narrative:** Students responded enthusiastically to hands-on learning opportunities, underscoring the effectiveness of experiential education. The suture clinic, in particular, left a strong impression, highlighting the need for more skill-based workshops in future iterations of the event.*

CAREER AWARENESS & HEALTHCARE INTEREST

3. Increased Awareness of Healthcare Careers

- **88% of participants reported greater awareness of healthcare career paths** after attending the event.
- Many students found the **Privilege Walk exercise eye-opening**, deepening their understanding of systemic challenges and healthcare equity.
- Some students, however, noted that while the event was informative, they **still wished for more in-depth career exploration opportunities**.

***Narrative:** Exposure to a broad range of healthcare roles significantly enhanced students' understanding of career pathways. Thought-provoking activities like the Privilege Walk fostered deeper reflections on personal and systemic factors influencing healthcare access.*

CONFIDENCE IN PURSUING HEALTHCARE CAREERS

4. Boosted Confidence in Entering the Healthcare Field

- **80% of participants felt more confident in their ability to pursue a healthcare career** after the event.
- Students who engaged in personal conversations with facilitators and professionals reported the highest increases in confidence.
- A few students noted that **having more one-on-one mentoring opportunities** would further strengthen their confidence in career planning.

***Narrative:** Personal interactions with professionals played a key role in building students' confidence in pursuing healthcare careers. Expanding mentorship opportunities could enhance this impact even further.*

AREAS FOR GROWTH & STUDENT FEEDBACK

5. Opportunities for Future Improvement

- Some students mentioned that **equipment was limited in certain workshops**, making it difficult for everyone to fully participate.
- **92% of attendees expressed interest in returning next year**, but some suggested more time for questions and discussions with professionals.
- A few students felt that the **workshops could have been more engaging**, particularly those that relied more on lectures rather than interactive elements.

***Narrative:** While students were overwhelmingly satisfied with the event, future programming should focus on increasing hands-on engagement, ensuring sufficient materials for all participants, and expanding Q&A opportunities with professionals.*

Conclusion

A TRANSFORMATIVE EXPERIENCE

The Melanin and Medicine event successfully provided BIPOC youth with exposure, mentorship, and practical learning experiences in healthcare. By blending hands-on activities with inspiring discussions, students walked away with greater career awareness, increased confidence, and a deeper understanding of healthcare equity.

The overwhelmingly positive feedback, combined with constructive insights, lays a strong foundation for future events. By **expanding interactive learning opportunities, increasing access to professionals, and ensuring more inclusive participation**, future iterations of Melanin and Medicine can have an even greater impact.

As one participant put it:



“This event made me think about careers in a new way and made me appreciate all the work that goes into healthcare. Seeing professionals who look like me made a difference.”

WHAT'S NEXT?

CREATING CLEAR PATHWAYS TO YOUTH MENTORSHIP, EXPERIENTIAL LEARNING, AND CAREER EXPLORATION IN HEALTHCARE.

Moving forward our goal is to keep the momentum and conversations going. Our focus areas moving forward are building experiential pathways with our presenters and their organizations; Partner with you and your organization to build community engagement pathways for BIPOC providers and partners in your organization; and Work to introduce youth to innovative career pathways within your organizations.

COLLABORATE WITH US

HERE ARE THE NEXT STEPS IN OUR ATTEMPT TO BUILD THESE COLLABORATIVE PATHWAYS WITH YOU!

- 1. Our first step was to create this comprehensive report that detailed outcomes of this event** and provided a document that could be shared with your executive leaders in your institutions. Please share as this will highlight our collective work.
- 2. We're going to send out an email with an "Invite 2 Action!"** This email will allow you to select a pathway to impact that speaks to your interest in one of the three focus areas listed above.
- 3. Melanin and Medicine 2K26 is going to be bigger and better.** We need sponsorships, larger venues, and more strategic planning partners. If interested please contact us so we can count you in for our planning committee which will begin meeting in Fall of 2025.
- 4. Stay informed!** We are doing some great work around increasing community awareness to health and health equity. For more information [visit our website](#) and review our "B2L Wellness: Listening Session Report."



THANK YOU TO OUR PARTNERS



Virginia Mason Franciscan Healthcare

Sponsorship Partner

Best Starts for Kids-Communities of Opportunity

B2L Funder -Sponsorship Partner

More In Common Alliance

In-Kind Donor - P.O.W.E.R Partner

HealthPoint

In-Kind Donor - P.O.W.E.R Partner

King County Public Health Department

In-Kind Donor - P.O.W.E.R Partner

Federal Way Public Schools

Facilities Use - B2L Partner

Thank you to all the guest speakers, volunteers, vendors, and supporters. Excited to be back next year!

**EMPOWER.
ENGAGE.
EDUCATE.**



BUILD2LEAD.ORG

