



# University of Washington School of Medicine



## Team Member Bios



### **Toni McMurphy**

Toni McMurphy is the Founder of [Infinite Impact](#), a consulting group dedicated to transforming communities, conflicts, and culture through restorative practices. Toni applies her extensive experience as an Organizational Development Practitioner in understanding systems and culture when applying restorative practices to leverage the goals of equity, diversity, and inclusion. Toni is a certified Diversity Facilitator, and is certified to teach *Crucial Conversations and Unconscious Bias*.

Toni served as the lead trainer for the AAMC rollout of *Restorative Justice in Academic Medicine* and is on the international training and consulting team for the Center for Restorative Justice at the University of San Diego. She has trained more than 65,000 people in over 230 organizations.

An expert in creating safe *and* brave spaces that foster authentic dialogue around harm and accountability and unpack the distinction between intent and impact, Toni is known for inspiring people to bring out the best in themselves and each other in challenging situations. She regularly facilitates courageous conversations in a wide variety of settings on myriad topics. Recent projects include designing and facilitating a restorative response to the harm caused by the JAMA podcast on structural racism and facilitating restorative responses to bias-related harm and Title IX cases in academic settings and in communities where racial tensions are high. She is currently consulting with multiple medical schools committed to implementing restorative practices in building communities worth restoring and when responding to harm.

Toni served as Vice-President of Culture and Campus Life for St. Louis College of Pharmacy, where she successfully integrated restorative practice in Student Conduct, Title IX cases, Bias Incident Response, and when navigating numerous conflicts on campus. She also served on the faculty of the ASCA Gehring Academy in the first-ever offering of Conflict Resolution and Bias Incident Response and has presented at multiple national conferences.



### **Adrienne Morgan**

For the past 20 years, Dr. Morgan has developed, implemented, and sustained educational pipeline programs for scholars and learners historically underrepresented or excluded in the STEM fields. As Associate Vice President Dr. Morgan contributes to the University's vision for diversity, equity, and inclusion initiatives that align with the institution's goals and priorities in this area. Her work includes drawing on research, scholarship, national trends, and previous experience to develop and support relevant recruitment, training, and communication programs,

as well as policies. She works closely with diversity, equity, and inclusion units throughout the University to do this, as well as collaborate with deans, department chairs, faculty and staff affairs, and other key campus and community leaders.

As the Senior Associate Dean for Equity and Inclusion, Morgan oversees diversity and inclusion initiatives across all programs within the medical school – including undergraduate, graduate, and graduate medical education. The goal is to foster an anti-racist culture and create a path of opportunity that shepherds learners of color interested in medicine through early education to undergraduate, medical school, residency/post-doctoral studies to faculty.

Morgan is also an Associate Professor in the division of Medical Humanities and Bioethics in the Medical Center where she has taught a popular medical humanities seminar focusing on anti-racism.



### **Pedro Flores**

Pedro Flores, MAS, RRT and PhD Candidate at the University of San Diego is a healthcare provider and administrator with 25 years of experience working in all aspects of healthcare. He owns and operates Therapy Pros, a multi-site physical medicine and rehabilitation practice in Southern California. Pedro serves on the training team at the Center for RJ at the University of San Diego, where he is serving as a facilitator for the AAMC pilot for implementing RJ in Academic Medicine and also conducting a research study evaluating the use of RJ to address co-worker related harms in healthcare/academic medicine.

Pedro considers himself a restorative leader, who has a particular affinity for breaking down clinical hierarchies and creating equitable spaces where patients and healthcare providers can collaborate on issues of shared concern. In addition to his work in the RJ space, Pedro teaches comparative healthcare systems and healthcare leadership at the University of California at San Diego.



### **Hyacinth Mason**

Hyacinth Mason, PhD, MPH, CHES, is AMC's Assistant Dean for Student Support and Inclusion and an Associate Professor in the Departments of Medical Education and Family and Community Medicine. She earned her PhD in Preventive Medicine at the University of Southern California and an MPH Health Education and Human Resource Management from the University of Illinois.

She is a proud graduate of Grinnell College, where she majored in Biology. Prior to joining Albany Medical College, she served as an Assistant Professor of Research at Vanderbilt University School of Medicine, a Research Associate at the University of Southern California School of Medicine, and AIDS coordinator for the City of Pasadena, California.

Her career and scholarship have focused on practical, data-informed approaches to promoting educational equity among marginalized health professions aspirants, students, and trainees. As part of her Northeast Group on Educational Affairs Scholar Award, Dr. Mason was able to take part in the AAMC's pilot, *Restorative Justice in Academic Medicine* training that was held in 2020. As a result, she and a team of trained RJ facilitators from Albany Medical College, have piloted the application of restorative processes and principles into the UME, GME, and physician assistant curriculum at Albany Medical College.



### **Mirna Ramos-Diaz**

Dr. Mirna Ramos-Diaz serves as the inaugural Chief Diversity Officer for Pacific Northwest University of Health Sciences (PNWU). Dr. Ramos-Diaz also serves as an Associate Professor of Pediatrics in the Department of Family Medicine at PNWU.

Dr. Ramos-Diaz received her MD from the University of Miami School of Medicine, completed her pediatric residency at the University of Miami, Jackson Memorial Hospital, is Board Certified in Pediatrics, and received a master's in religious studies from Gonzaga University. She worked as a pediatrician in the Yakima Valley, Washington, serving Native Americans and Hispanics in these communities for over eleven years. She is the co-founder for Roots to Wings, a transformative co-mentoring program whose purpose is to create an educational/mentoring pathway that enables Native American and Latinx Youth living on Native Homelands to become STEM and healthcare professionals. This program received the 2018 honor of semifinalist for "The Harvard Project on American Indian Economic Development."

She serves as Co-PI for the Summer Research Preparatory Yearlong Program (SRPYP) for Native American and Mexican Students in Washington State funded by the National Institute of Health." Dr. Ramos-Diaz has been awarded multiple grants to support the Roots to Wings program, written book chapters, received the PNWU Presidential Service Award, and was a speaker with a TEDx presentation in 2016. She was a keynote speaker for the International Mentoring Association in 2019. In 2020, she was selected to receive the Margaret Rigg Outstanding Alumnus Award by her Alma mater, Eckerd College, St. Petersburg, Florida. The award is given to an alumnus who, as a professional, has distinguished herself through outstanding leadership in the workplace and community and who is working to make the world a better place through social justice endeavors. Her professional dictum: "Live where you serve and serve where you live," has represented her calling to serve the underrepresented throughout her career.



### **Amisha Singh**

Dr. Amisha Singh is a dentist by training and has dedicated her career to equity and inclusion in higher education and healthcare. She is faculty at the University of Colorado School of Dental Medicine and serves as the Director of Diversity and Inclusion Programming. It is here that she pioneered the inaugural use of the Restorative Justice

process for the Anschutz Medical Campus. She is a national facilitator and trainer for restorative practices, specializing in Bias Related Harm. She is also a blogger and professional speaker who travels the country to inspire other healthcare professionals and advocate for equity in higher education and driving change in the landscape of healthcare in the US. She was recognized as one of the 2017 10 Under 10 Top ADA Dentists nationally. Her passion is encouraging entrepreneurial spirit, inspiring others and she wants to dedicate her life to helping create equitable paths to success for all. When not practicing dentistry, she loves to get lost in a good book, cook, and do all things creative.



**Isaac Butler**

Dr. Isaac Butler is a highly skilled servant leader, executor and coach that excels at bringing people together to achieve a common vision. As a certified Diversity Facilitator, Dr. Butler has successfully led several strategic diversity, equity, and inclusion initiatives and programs in the areas of recruiting, retention, education, bias incident resolution, and building a culture where

all members of the organization can thrive.

Dr. Butler currently serves as Chief Diversity Officer and Vice President for Student Affairs at the University of Health Sciences and Pharmacy in St. Louis. In this role he provides senior-level leadership to ensure employees, students, and alumni are equipped to thrive in an increasingly global marketplace. In addition, Dr. Butler is a certified StrengthFinder coach who owns a career and life coaching practice called Think-Dream-Lead. You can read more about Dr. Butler's experiences on his website, [IsaacButler.com](http://IsaacButler.com).



**Nina Harris**

Nina Harris currently serves as the Adaptable Resolution and Restorative Community Coordinator at Massachusetts Institute of Technology's (MIT) Institute Discrimination Harassment, and Response Office as well as an independent RJ consultant and facilitator and affiliate with the University of San Diego's Center for Restorative Justice.

Nina is an equity and violence prevention advocate, educator, and restorative justice practitioner with over twenty years experience in higher education administration and student engagement. She has provided crisis and resource counseling for hundreds of survivors of gender-based interpersonal/sexual violence and identity-based harm & harassment. Her practice anchors around frameworks of anti-racism/anti-oppression, leadership development, strength and resiliency building, and trauma-informed praxis. She has formerly held the roles of advocate, crisis counselor, program manager, educator, and TIX/conduct case manager at Harvard University, Swarthmore College, and the University of Pennsylvania.

As a consultant, she has worked with dozens of institutions to provide innovative and engaging educational programming, facilitate restorative dialogues, deliver staff training and expert



consultation for strategic initiatives. As a campus administrator, she has worked tirelessly to help educational institutions cultivate compassionate and transformative campuses actively engaged in violence prevention and healthy, inclusive community building.



**Nisha Nathani**

Nisha Nathani, B.Ed, M.A, attended McGill University, where she completed her Bachelor in Education, with a dual focus in Mathematics and English Language Arts, and a Master of Arts from the Department of Culture and Values Education. Nisha's academic research focused on educating for empathy as a means for developing self-awareness and social responsibility.

An educator at various levels for the past 25 years, Nisha has worked with teacher candidates at McGill University on issues of diversity, equity, and inclusion, and with medical candidates at the University of British Columbia on anti-bias training, ethical decision making, and social and cultural determinants of health. She has taught in the public school system in Montreal, Quebec, she was an educational consultant in an independent school in Vancouver, British Columbia, and she currently serves as a teacher, STEAM department chair, and school leader at Lake Washington Girls Middle School here in Seattle, WA.

In her current role, Nisha has created and instituted a comprehensive restorative justice and mediation program to replace the traditional disciplinary structure; she has initiated and facilitated racial and cultural affinity groups, she has developed and implemented a school-wide mindfulness curriculum as well as faculty-staff support circles. Finally, Nisha has served on the Head of School's Leadership Team addressing all matters related to student life and inclusion, as well as coordinating faculty and staff DEI development efforts.



**Josiah Proietti**

Josiah S. Proietti, MALS, has professionally developed and facilitated innovative leadership programs for 15 years. He has led sessions with undergraduate students, graduate cohorts, professional organizations, and more. His workshops inspire growth in individual challenge areas, promote group cohesion, and give participants the tools to turn interpersonal communications to their professional advantage.

Taking a student-centered, experiential approach to learning, Josiah works with clients' specific goals to tailor leadership programming that inspires energetic collective learning for lifelong benefit. An actor and musician since childhood, he received his Master of Arts in Liberal Studies (MALS) with a focus on gender theory from Dartmouth College in 2012 and has studied Restorative Justice with David Karp from the Center for Restorative Justice in San Diego. He is a Qualified Administrator of the Intercultural Development Inventory. He currently serves as the



Assistant Director for Residential Education at Dartmouth College's flagship Residential College, the East Wheelock House.

We also have an extended team of diverse RJ experts and practitioners that we can engage as needed.