

Bridging the gaps between diversity, equity, inclusion, anti-racism and education at an urban College of Pharmacy

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Didactic Curriculum

- Discuss **social determinants** of health and women’s public health issues
- Apply the continuum of **cultural competence** in assessing one’s own cultural competency level and setting goals
- Apply the **LEARN Model** to communicate with diverse patients
- Develop a **public health capstone initiative** to effectively create mixed media public service announcements for diverse target audiences
- **Identify at risk populations** by demonstrating and applying population-specific data to factors that determine health status and strategize how these issues will be addressed as a pharmacist working in collaboration with others

Co-Curriculum

- Student-run general medicine **clinics serving the uninsured**
- DEIA Pharmacy student organization representatives
- Student-run Mental health and wellness **presentations to incarcerated populations** of NYC correctional facilities
- Health awareness **presentations to seniors** at NYC Department of Aging
- Diversity **book clubs** related to racial inequity in health care
- **Professional development programs** exposing students to DEIA

Faculty and Staff Development

- Guest speaker on **racism as a root cause of social determinants of health** and the role of faculty in facilitating conversations related to racial equity among students and patients
- Guest speaker on *Stop Asian Hate Crimes* and learning about the current status of **hate crimes** in our communities
- **Diversity book clubs** for faculty and staff held concurrent to student efforts through Faculty Council

Commitment among the pharmacy community including Colleges of Pharmacy and national pharmacy organizations to promote diversity, equity, inclusion, and anti-racism (DEIA)

Goal is to advance pharmacy education and improving health outcomes within communities that may be underrepresented

LIU Pharmacy has current and future DEIA initiatives to develop students who can recognize health disparities and work to diminish those inequities as health care professionals

DEIA Committee

- Incorporation of DEIA initiatives as a distinct goal within the **college’s strategic plan**
- Development of a **college-specific DEIA committee** consisting of faculty, staff, and students
- Faculty representation within the interdisciplinary **campus-based DEIA group**
- Dissemination of a faculty and staff **climate survey** with elements assessing DEIA
- Participation in the **AACP EDI Institute and DEIA research roundtable**
- Mini-session on a college-specific DEI book club initiative at **AACP 2022**
- Implementation of a **cultural remedies program** with high school students

Interprofessional Education

- Multiple Interprofessional Education (IPE) experiences with a focus on **ethical principles** in the healthcare field
- IPE programs allow pharmacy students to appreciate patients’ and families’ religious faith-based viewpoints and understand how **faith-related concerns might influence the healthcare providers**
- Students learn and practice interprofessional decision-making and the application of the ethical principles of **autonomy, non-maleficence, beneficence, and justice** in the care of patients
- Encourage students to place **interests of patients and populations** at the center of interprofessional health care delivery and embrace the diversity and individual differences that characterize patients, populations, and the health team

Global Health

- Global Health for Health Professionals **didactic elective which focuses on concepts of health equity**
- **International APPE electives** through the Office of International Affairs
- **COVID around the world** continuing education series pertaining to pharmacy practice in Egypt, Thailand, Bangladesh and Costa Rica

Diversity, Equity, Inclusion and Anti-Racism