



Inception of a College-Level Diversity, Equity, and Inclusion Task Force: More Than a Photo Op

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NEOMED

College Of Pharmacy

Background

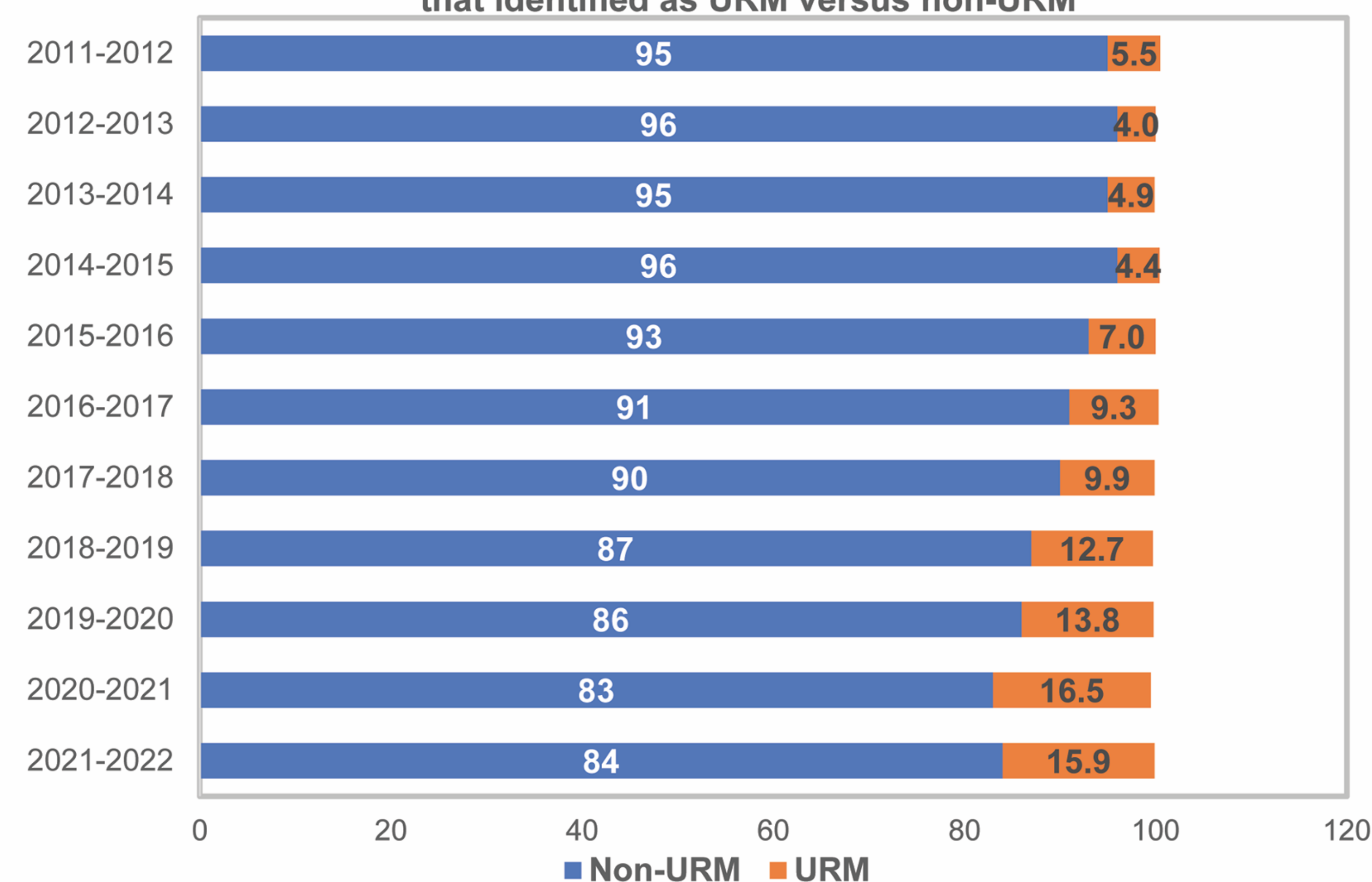
Underrepresented minority (URM) student representation at the Northeast Ohio Medical University (NEOMED) College of Pharmacy (COP) has more than doubled over the past 10 years (Fig. 1)

- However, only **71%** of URM students graduated on time over the past 5 years
- Additionally, only **3%** of pharmacy preceptors self-identified as URM

There is an need for policy development designed to support the success of a diverse student body

- Diversity, Equity, and Inclusion (DEI) infrastructure at the level of the COP did not exist prior to 2020
- NEOMED COP recognized a critical need to create a pharmacy-specific DEI strategic plan.

Fig. 1 Percent of NEOMED COP students per class from 2011-2021 that identified as URM versus non-URM



Goal

Improve institutional culture and the URM student experience in the NEOMED COP

Plan

Establish a COP DEI Task Force dedicated to working on the following goals:

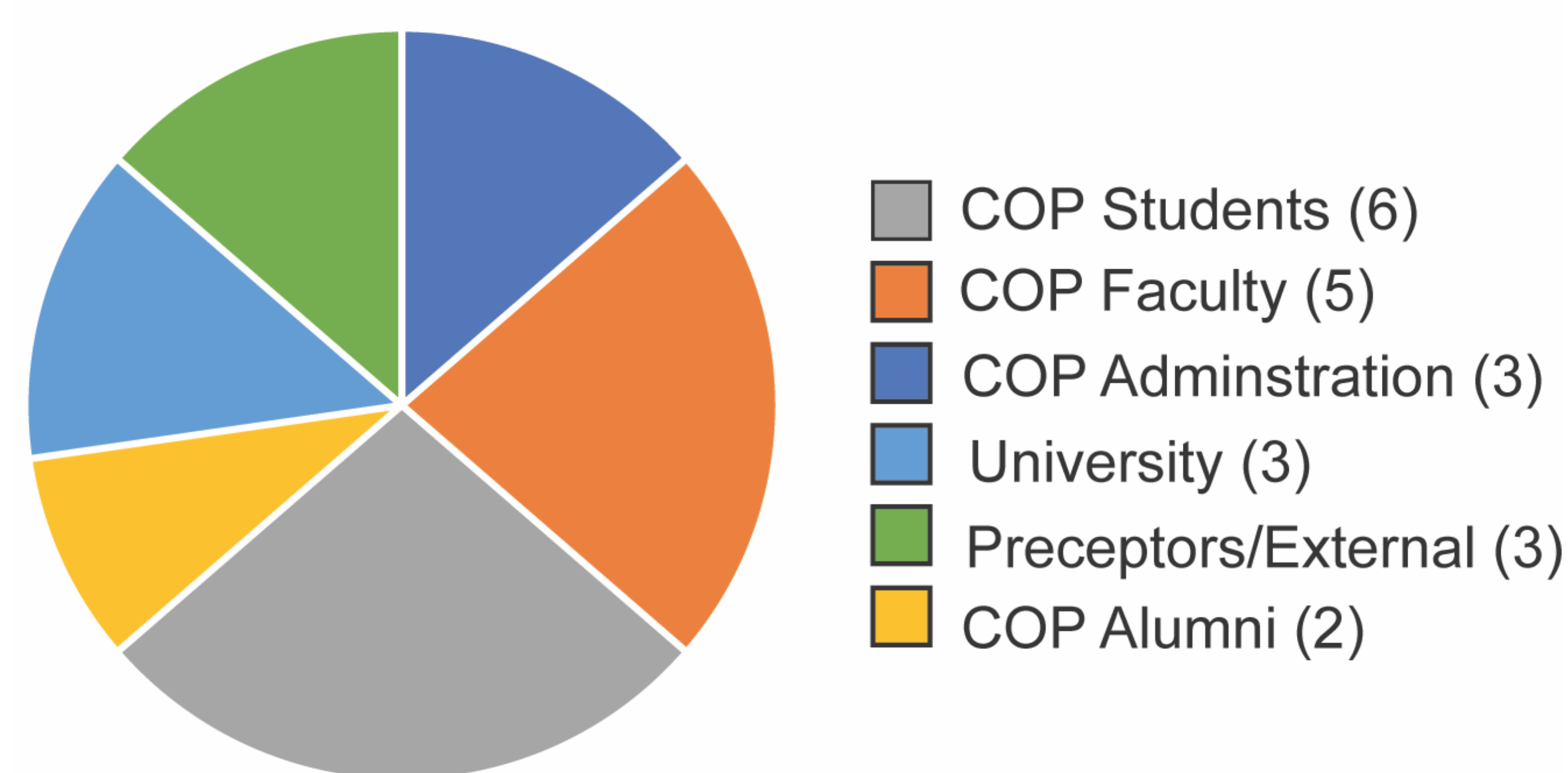
- Define what DEI in the COP should look like
- Develop DEI-centered vision and mission
- Frame a strategic plan for DEI based on multifocal evaluation of COP culture and curricula

Actions

DEI Task Force established in January 2021

- Included a cross section of key groups while maintaining an overall composition focused on COP student and faculty voices (Fig. 2)

Fig. 2 Relative proportion of each group to composition of DEI Task Force



Accomplishments

- Created COP-specific DEI vision, mission, and definitions
- Completed a holistic review of core college pillars to determine key areas needing DEI emphasis
- Developed 3-year strategic plan for DEI that focuses on ten areas of impact (Fig. 3)
- Received faculty approval to implement DEI strategic plan
- Collaborated with other college groups to revise bylaws to include formation of a standing DEI committee in the COP

Fig. 3. DEI Strategic Plan Areas of Impact

Admissions

Didactic Curriculum

Experiential Curriculum

Mentorship/Student Advising

Co-curriculum

Research opportunities

Community service

College bylaw revisions

Alumni engagement

Ongoing Work

- Developed and obtained funding for DEI-associated internship with local hospital system
- Designed a URM mentorship program for prospective and current student to connect with URM alumni; funding received to pilot this program in AY 22-23