

W.I.D.E.-ning Our Reach: Initiatives to Advance Wellness, Inclusion, Diversity & Engagement at a School of Pharmacy

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Background

- In 2020, pharmacy organizations such as AACP, ACCP, APhA, and ASHP released statements focused on bringing awareness to diversity, equity, and inclusion (DEI) efforts within the pharmacy realm.
- ACPE Accreditation Standards have not been updated to reflect the need for DEI-centric concepts to be embedded within the pharmacy curricula.
- The W.I.D.E. committee (Wellness, Inclusion, Diversity, and Engagement) is a school-wide committee that includes faculty, staff, preceptors, and students.
- To date, curriculum initiatives have included: preceptor and faculty development, intentional teaching at the didactic-level, and assessment of the foundation of DEI within our current curriculum structure.

Objective

- To facilitate a climate and culture at the Ernest Mario School of Pharmacy (EMSOP) where Wellness, Inclusion, Diversity, and Engagement (W.I.D.E.) are fostered through intentional integration of initiatives such as curricular engagement and innovative programming. Initiatives are designed to enhance wellbeing, collaboration, and sense of belonging.

Methods

Curricular Initiatives

Faculty and Preceptor Development

Schoolwide Programming

- W.I.D.E. will encourage opportunities for dialogue and interaction with persons of diverse racial, ethnic, social, cultural, and economic backgrounds with the EMSOP community.

Methods

Priority 1:
Recruit/Retain and Develop a Diverse Community

Priority 2:
Promote Inclusive Scholarship and Teaching

Priority 3:
Define Community Engagement

Priority 4:
Build Leaders to Create Inclusive Climates

Priority 5:
Develop and Infrastructure to Drive Change

Results and Current Implementation

Strengths

- DEI introduction to EMSOP
- Representation of EMSOP at national AACP and DEI institute
- Diversity Ambassador training
- Representation at RBHS-level on anti-racism and strategic planning (subcommittee)
- Teaching infused and woven into curriculum
 - DEI curricular assessment
 - Students, preceptors, faculty
- Safe space for students
- Open Discussion with Dean of EMSOP

Opportunities

- Collaboration (share best practices) with:
 - Schools of pharmacy (Nationally & Regionally)
 - Big Ten Academic Alliance Member Universities
 - Within RBHS
- Students' willingness to learn
- Alumni engagement (from underrepresented and marginalized communities)
- Creating a "brave space" for students
- Engaging other EMSOP "Diversity Champions"

Weaknesses

- Disproportionate representation
 - Student body
 - Faculty
- Lack of support from student and faculty
- Resources and funding
 - Having a point person for DEI work (i.e. Diversity Officer)
- Lack of comfort/confidence in discussing DEI work

Threats

- Faculty's willingness to learn (and incorporate DEI work into curriculum)
 - Limited engagement
- Buy-in from administration
- Lack of incentive for faculty buy-in (or faculty DEI work not tied to reappointment & promotion)
- Lack of allocated resources
- Prioritization of DEI work

Results and Current Implementation (cont.)

- Priority 1**
- Outreaching to high school students in communities throughout New Jersey
 - Brainstorming initiatives to recruit diverse pharmacy faculty

- Priority 2**
- Faculty and preceptor development
 - Curricular assessment
 - Inaugural wellness week

- Priority 3**
- Collaboration between EMSOP and community partners on community grants

Future Steps

- This is the first step in creating the foundation of DEI within the EMSOP pharmacy curriculum
- The 2022-2023 W.I.D.E. committee goals include:
 - Strengthening Priority 1 - (recruit/retain and develop a diverse community)
 - Define EMSOP's mission statement on DEI
 - Plan a DEI-centric symposium, inviting all faculty, students, preceptors, and staff
 - Continue to advocate for personnel dedicated to measuring impact on DEI in the pharmacy curriculum

Conclusions

- The W.I.D.E. Committee initiatives have and will continue to provide insight on the need to widen the scope of diversity, equity, and inclusion within a school of pharmacy and its curriculum.

Disclosures

- The authors do not have anything to disclose

References

- ArifSA, Butler LM, et al. Taking Action Towards Equity, Diversity, and Inclusion in the Pharmacy Curriculum and Continuing Professional Development. AM J Pharm Educ. 2022 Apr 25; 8902. doi:10/5688/ajpe8902. Online ahead of print.

