

Utilizing Diversity, Equity, and Inclusion Survey Results to Fulfill Gaps in the Pharm.D. Curriculum

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Introduction



Delivering evidence-based education for students that addresses diversity, equity, and inclusion (DEI) leads to improved access to high-quality care for all patients. An initial step in the integration DEI in a curriculum is to assess the current climate of an institution and to quantify the presence of such topics within the didactic curriculum.

Objectives



To assess the current DEI climate of an institution and to quantify the presence of such topics within the pharmacy curricula.

Methods



In 2021, our school's Diversity Committee created and launched two anonymous surveys on the climate of the school and the inclusion of DEI topics in the curriculum. The surveys were administered using Qualtrics® utilizing varied populations and timeframes:

Survey	Population	Time Frame
Climate	Faculty, Staff, Students	Winter 2021
Course Content	Faculty	Summer 2021

Results

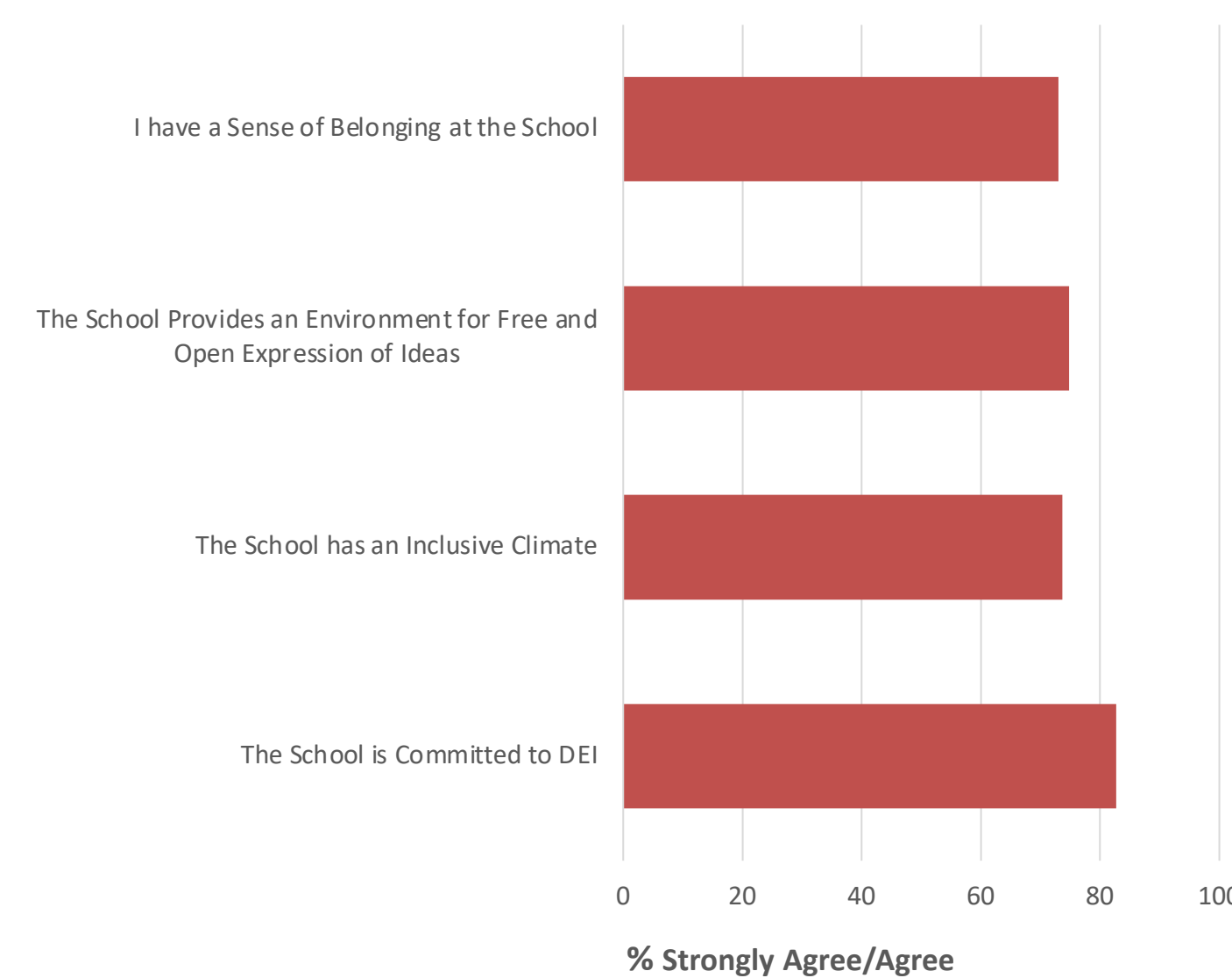


Figure 1. % of climate survey respondents that agree with each statement

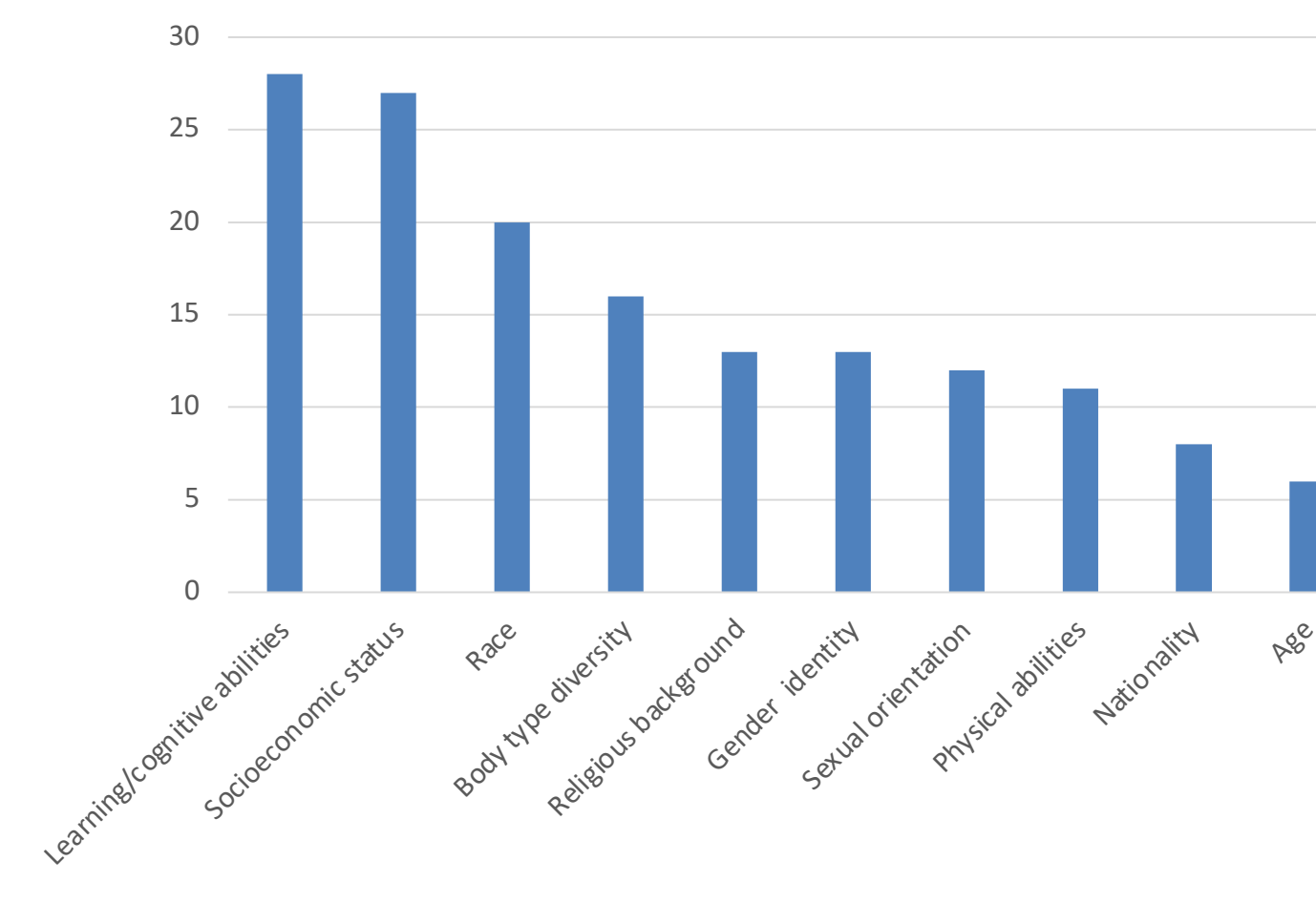


Figure 2. # of climate survey respondents that answered that the School needs to further address that topic in the curriculum

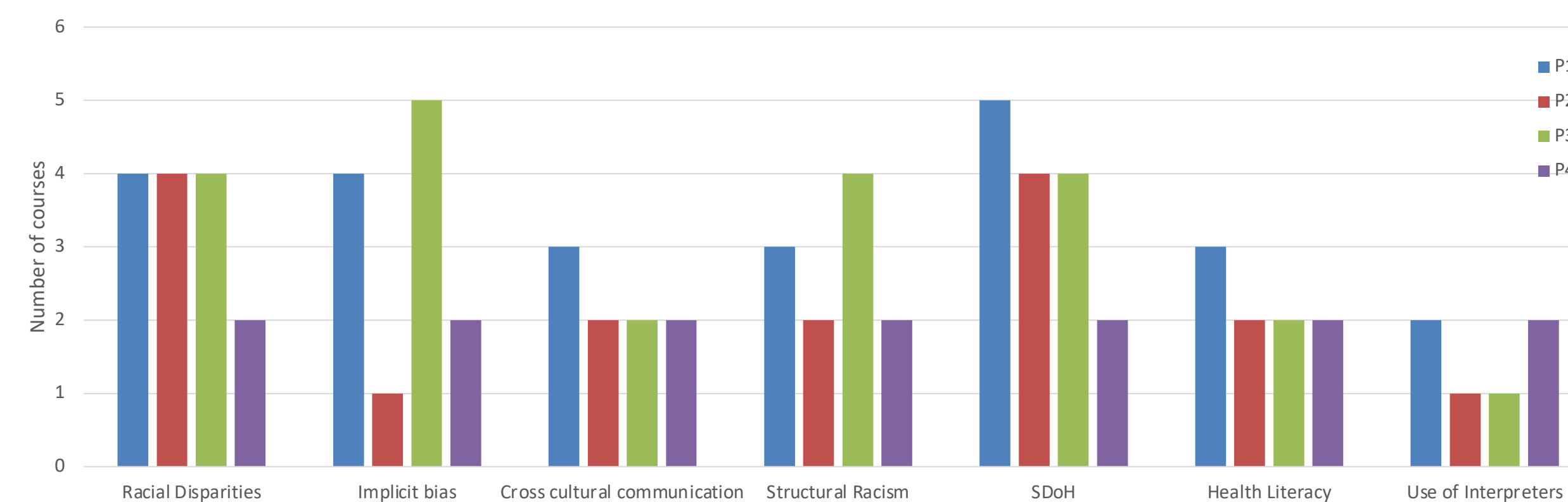


Figure 3. # of courses in the curriculum in each year that address selected DEI topic areas.

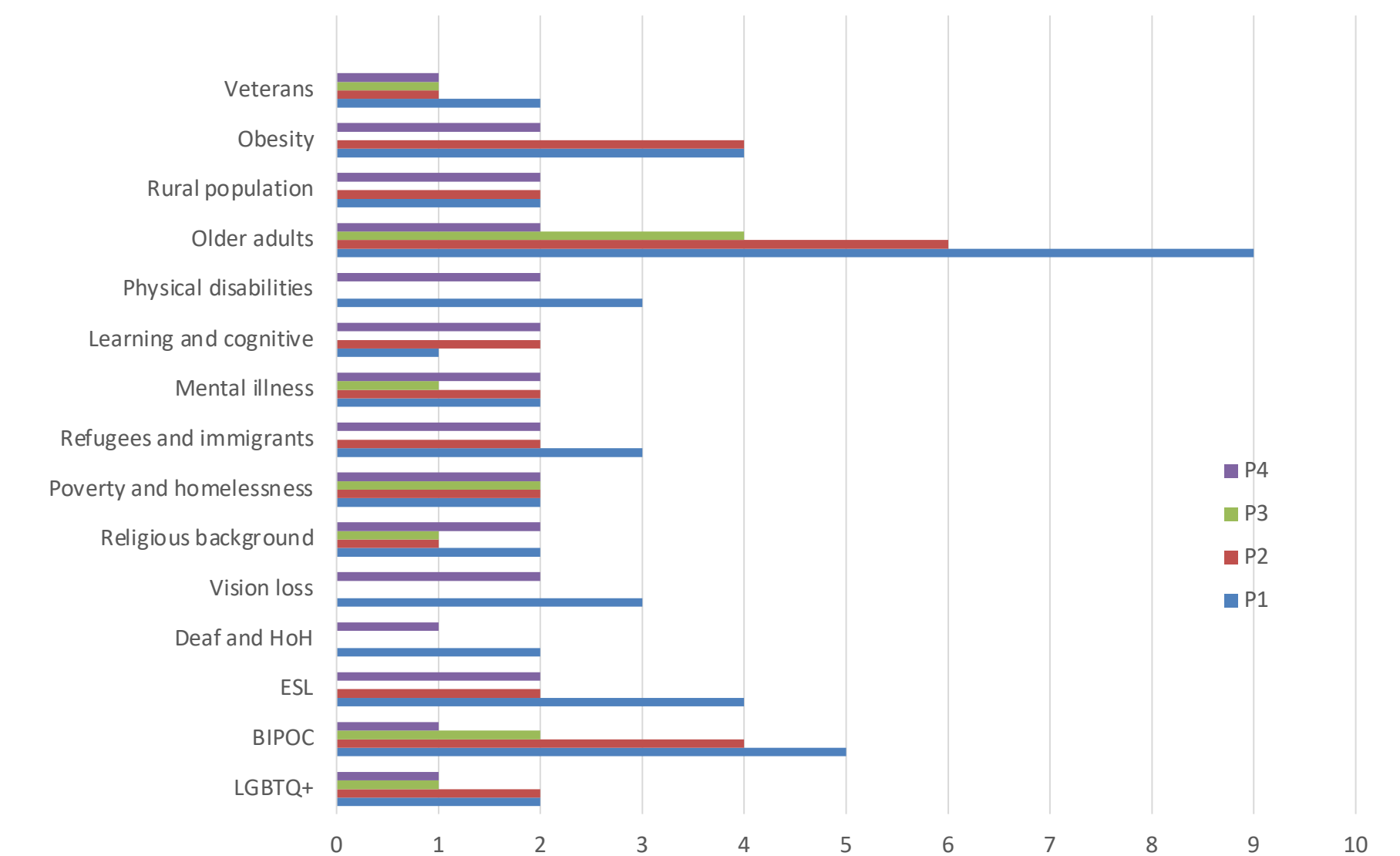


Figure 4. # of courses in the curriculum in each year that address specific patient populations.

- 107 students, 27 faculty, and 6 staff responded to climate survey; 26 faculty responded to curriculum survey.
- Most respondents strongly agreed/agreed that the school is committed to DEI (83%), the climate is inclusive (74%) and that there is free and open expression of ideas (75%) and a sense of belonging (73%).
- The climate survey respondents recommended that learning and cognitive abilities, and socioeconomic status should be further addressed in the curriculum.
- Curriculum survey results identified two areas for further education: the use of interpreters in patient care and the healthcare needs of deaf patients, patients with vision loss, and veterans.

Conclusion

Overall, faculty, staff and students agree that the institution is committed to DEI and the climate is inclusive. The Diversity Committee plans to host speaking engagements on identified DEI topics and offer opportunities of community service within the identified diverse populations.

