

Building a More Inclusive Environment: Efforts and Successes at the Philadelphia College of Pharmacy

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BACKGROUND

- In 2019, the Philadelphia College of Pharmacy (PCP) created a diversity, equity, and inclusion (DEI) task force to further support PCP's inclusion and equity efforts.
- We describe the DEI TF member recruitment process, it's position within the College's governance structure, some of the task force's successes, and the task force's plans for future initiatives.
- We conclude by sharing our thoughts on why the task force has had some successes and areas where additional work is needed.

PCP DEI TASK FORCE: History & Recruitment

- The DEI task force was created after a faculty member suggested to the dean the need to create a DEI team.
- In fall 2019, the dean placed a call for volunteers to join the team.
- Four members of the PCP community initially joined the DEI team:
 - Two faculty members from the department of pharmacy practice & pharmacy administration
 - One faculty member from the department of pharmaceutical sciences
 - One professional staff member from the experiential education unit
- In summer 2020, two additional members voluntarily joined the team, bringing the total number of members to six:
 - A faculty member from the department of pharmacy practice & pharmacy administration
 - The assistant dean of student affairs & admissions/director of student recruitment & engagement

CONTACT INFORMATION

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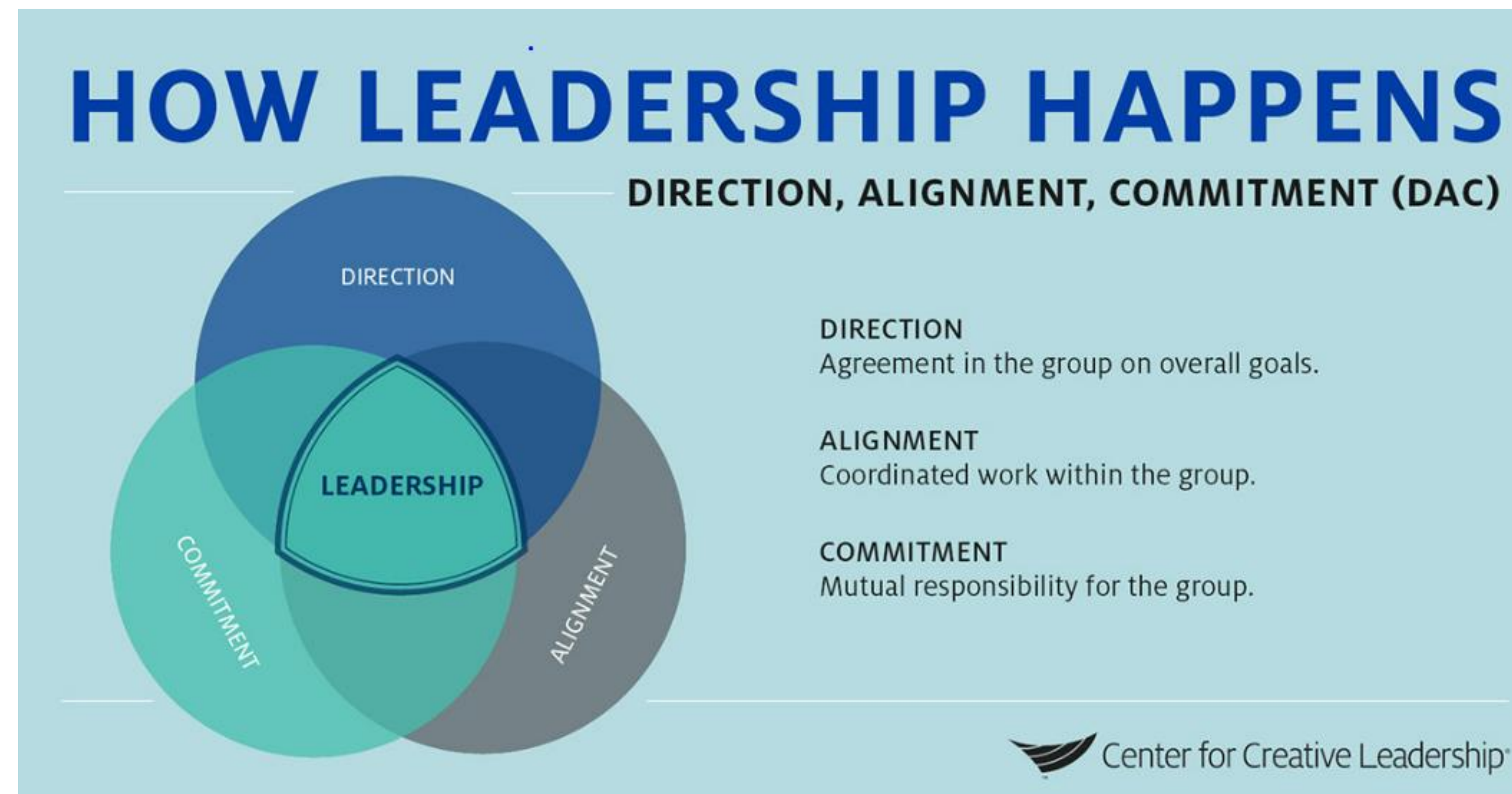
PCP DEI TASK FORCE: Role Within the College's Governance Structure

- The inaugural members and the dean decided to make the team a task force.
- The task force designation allowed the team to quickly begin working without awaiting the formal process to change the College's bylaws for the team to be named a PCP committee.
- The task force reports directly to the dean.
- PCP Committees consult with the task force on DEI questions and concerns.

PCP DEI TASK FORCE: Team-building & Goal-setting

- In an effort to create and cultivate a sense of shared responsibility & accountability among team members, inaugural members agreed to follow the Center for Creative Leadership's "How Leadership Happens" model (Figure 1).
- Next, the task force members developed its mission statement (Figure 2).

FIGURE 1: SHARED LEADERSHIP MODEL



REFERENCES

1. How Leadership Happens. Center for Creative Leadership. <https://www.ccl.org/articles/leading-effectively-articles/make-leadership-happen-with-dac-framework/>. Accessed July 11, 2022.

FIGURE 2: MISSION STATEMENT

The mission of PCP's Diversity, Equity and Inclusion Task Force is to cultivate an environment where our faculty, staff, and students, including those from under-represented groups, feel supported, connected, and empowered. Together, we will continue to embrace our differences and ensure equitable opportunities for everyone to grow as individuals.

PCP DEI TASK FORCE: Funding Sources

- Walgreens Diversity Donations
- "Giving Tuesday" Charitable Giving Campaign
- Donations from local pharmacy industry businesses (e.g. Johnson & Johnson)

PCP DEI TASK FORCE: List of Accomplishments

- Some of the task force's accomplishments:

2020 to 2021 Academic Year	2021 to 2022 Academic Year
Awarded grant funding to support a peer mentoring program for Black/African-American & Hispanic/LatinX pre-pharmacy students	Recruited 15 mentors and 15 mentees for the peer mentoring program. Coordinated 3 professional development events for mentors and mentees.
Effectively advocated to have a DEI goal and action items added to PCP's Strategic Plan	Worked with students to re-activate the Student National Pharmaceutical Association chapter
Planned & implemented the following Faculty development sessions: <ul style="list-style-type: none"> • Hidden Curriculum: A College-wide Conversation on the Impact of Implicit Bias • Cultivating an Inclusive Environment to Enhance Student Engagement 	Planned & implemented the following faculty development sessions: <ul style="list-style-type: none"> • Health Disparities, Social Determinants of Health & Culture • Microaggressions: What are they and how we as a faculty can support students who experience them
Awarded internal grant funding to support the development of a live learning session to teach students how to identify and respond to microaggressions when at clinical practice sites	Secured donor funding to offset travel and room & board expenses for students with high financial need completing rotations with the Indian Health Service

KEY TO EARLY SUCCESSES

- Secured leadership's buy-in early in the process
- Fostered inclusive team dynamics
- Leveraged DEI task force members' experiences within various units within the college to accomplish goals
- Availability of funding to support initiatives