

Development of a Diversity, Equity, Inclusion, and Accessibility Strategic Plan at a College of Pharmacy



University of
CINCINNATI

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Background

- The Accreditation Council for Pharmacy Education (ACPE) 2016 standards include specific elements of cultural sensitivity and awareness which:
 - Assist in preparing students to work with patients of diverse backgrounds
 - Advocates for an admissions process which selects a “qualified and diverse student body.”¹
- The American Council on Education’s “Race and Ethnicity in Higher Education” 2019 Status Report reflects a continued need for diversity-related considerations in students as well as faculty.²

Figure 1. Self-reported race of JLWCOP students, staff, and faculty compared to US Census data for the Cincinnati Metropolitan Statistical Area (MSA)

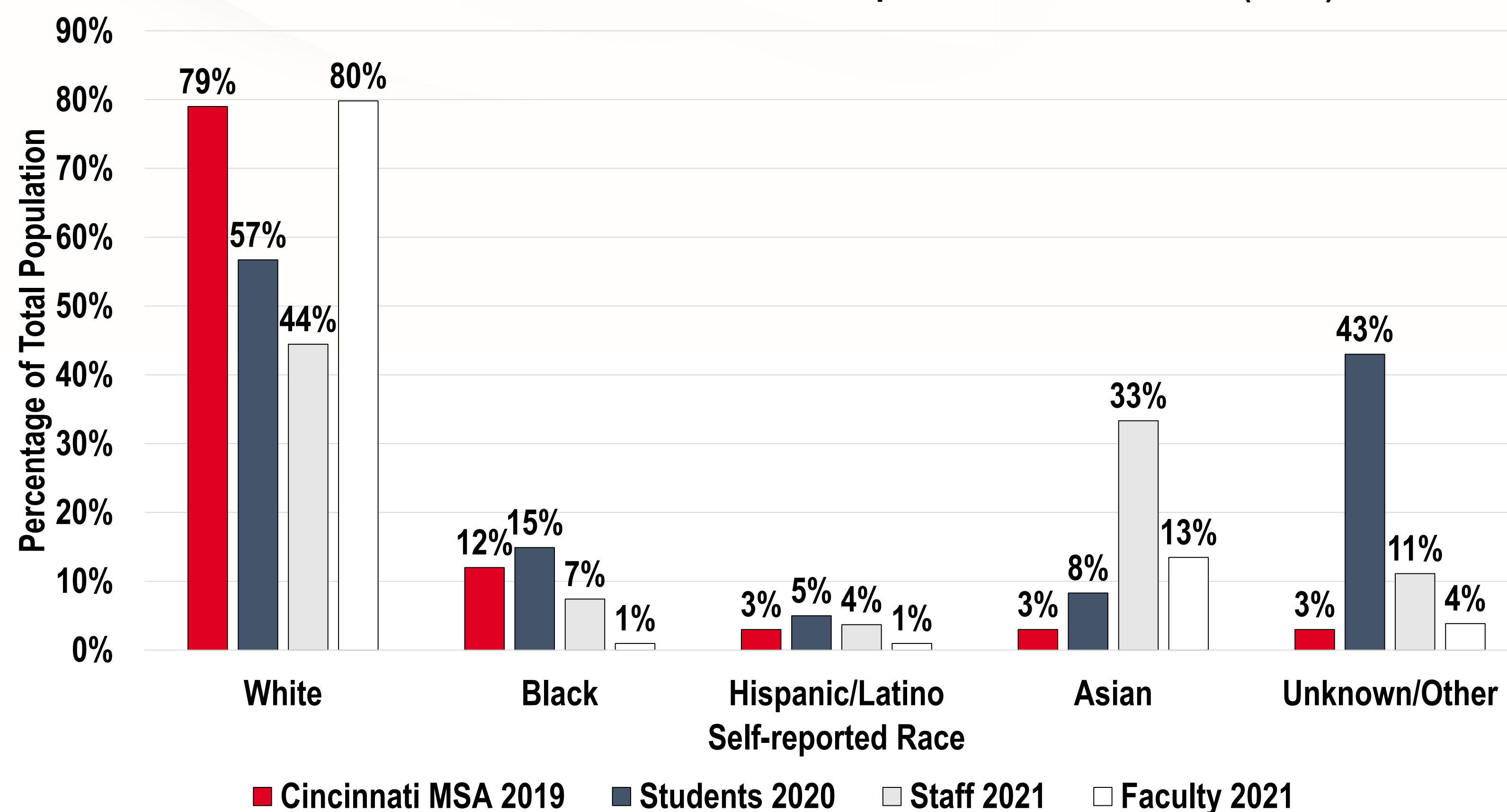
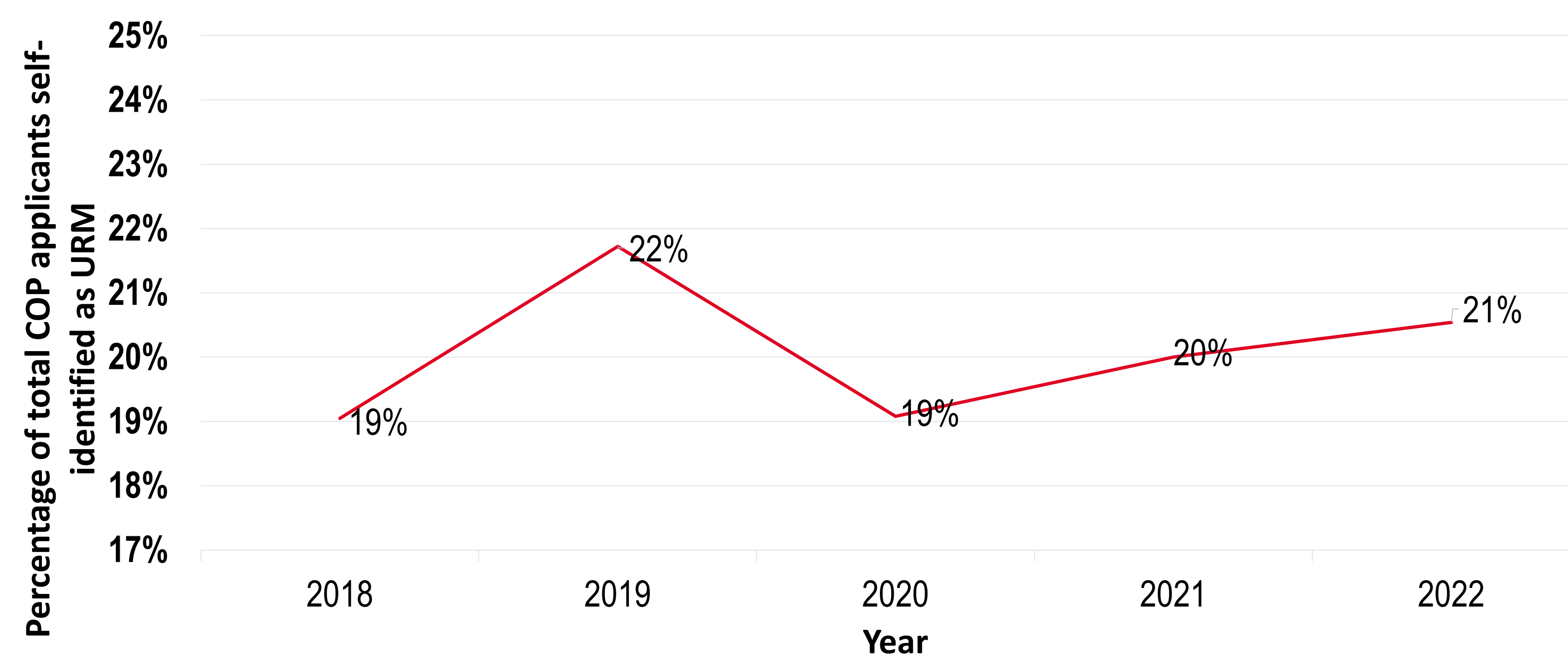


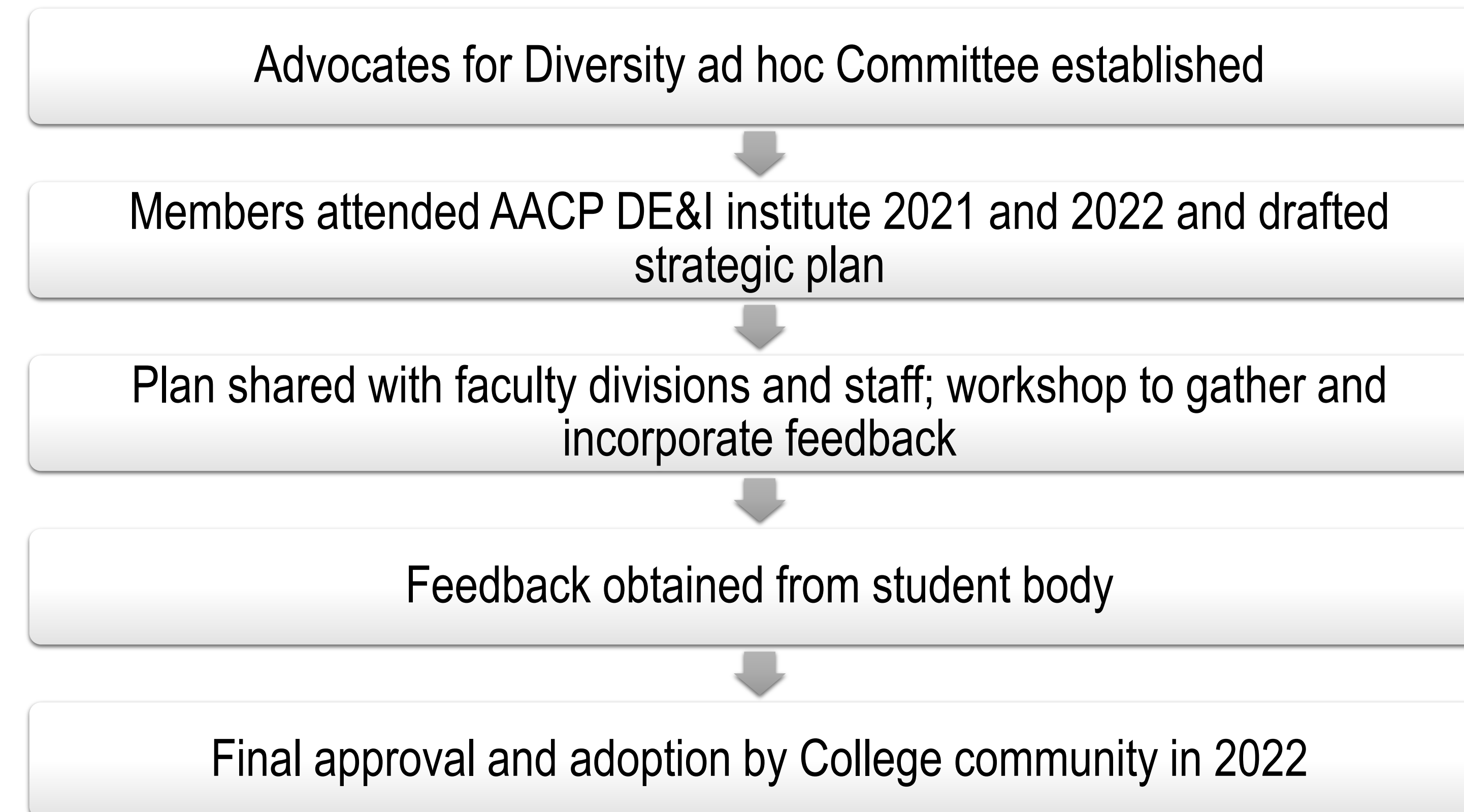
Figure 2. Underrepresented minority (URM) application trend from 2018-2022.



Objective

To develop an intentional strategic plan which encompasses our diversity, equity, inclusion, and accessibility aspirations and prepares our graduates to care for diverse patient populations

Methods



Results

Objective I:

Foster a learning, living, and working environment that reflects the university’s foundational principles of diversity, equity, inclusion, dignity, accessibility, and respect

Objective II:

Attract, retain, and graduate academically prepared students who reflect a wide range of diversity

Objective III:

Attract, retain, and promote historically underrepresented faculty, staff, and residents

Objective IV:

Implement a comprehensive, integrated, college-wide system of accountability and assessment that will evaluate and quantify institutional performance in relation to these goals at all levels

References

1. Accreditation Council for Pharmacy Education. (2015, February 2). GUIDANCE FOR THE ACCREDITATION STANDARDS AND KEY ELEMENTS FOR THE PROFESSIONAL PROGRAM IN PHARMACY LEADING TO THE DOCTOR OF PHARMACY DEGREE. Retrieved July 1, 2022, from <https://www.acpe-accredit.org/pdf/GuidanceforStandards2016FINAL.pdf>
2. Espinosa, Lorelle L., Jonathan M. Turk, Morgan Taylor, and Hollie M. Chessman. 2019. Race and Ethnicity in Higher Education: A Status Report. Washington, DC: American Council on Education.

Results

Figure 3. Student Support for DEIA Strategic Plan

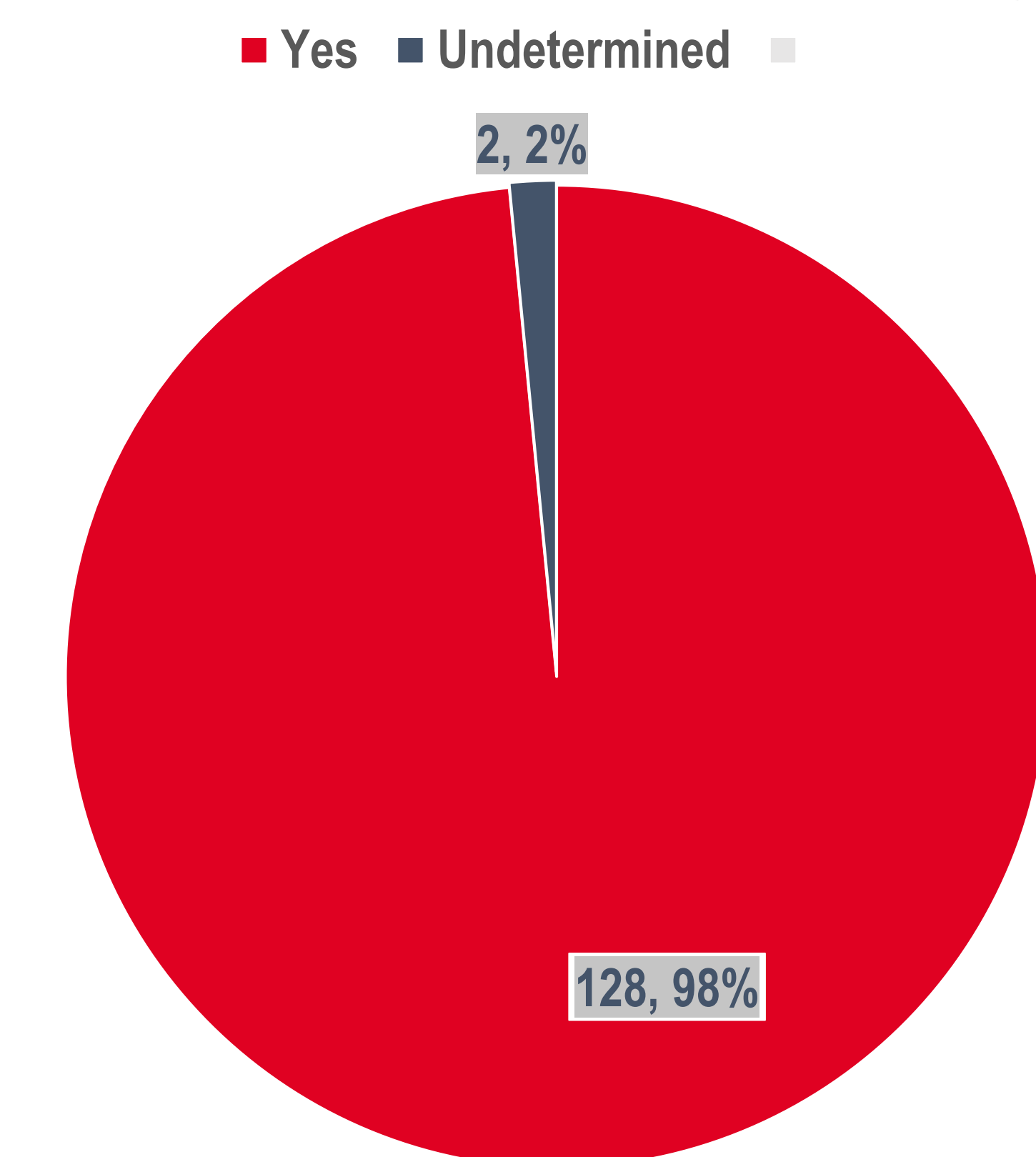
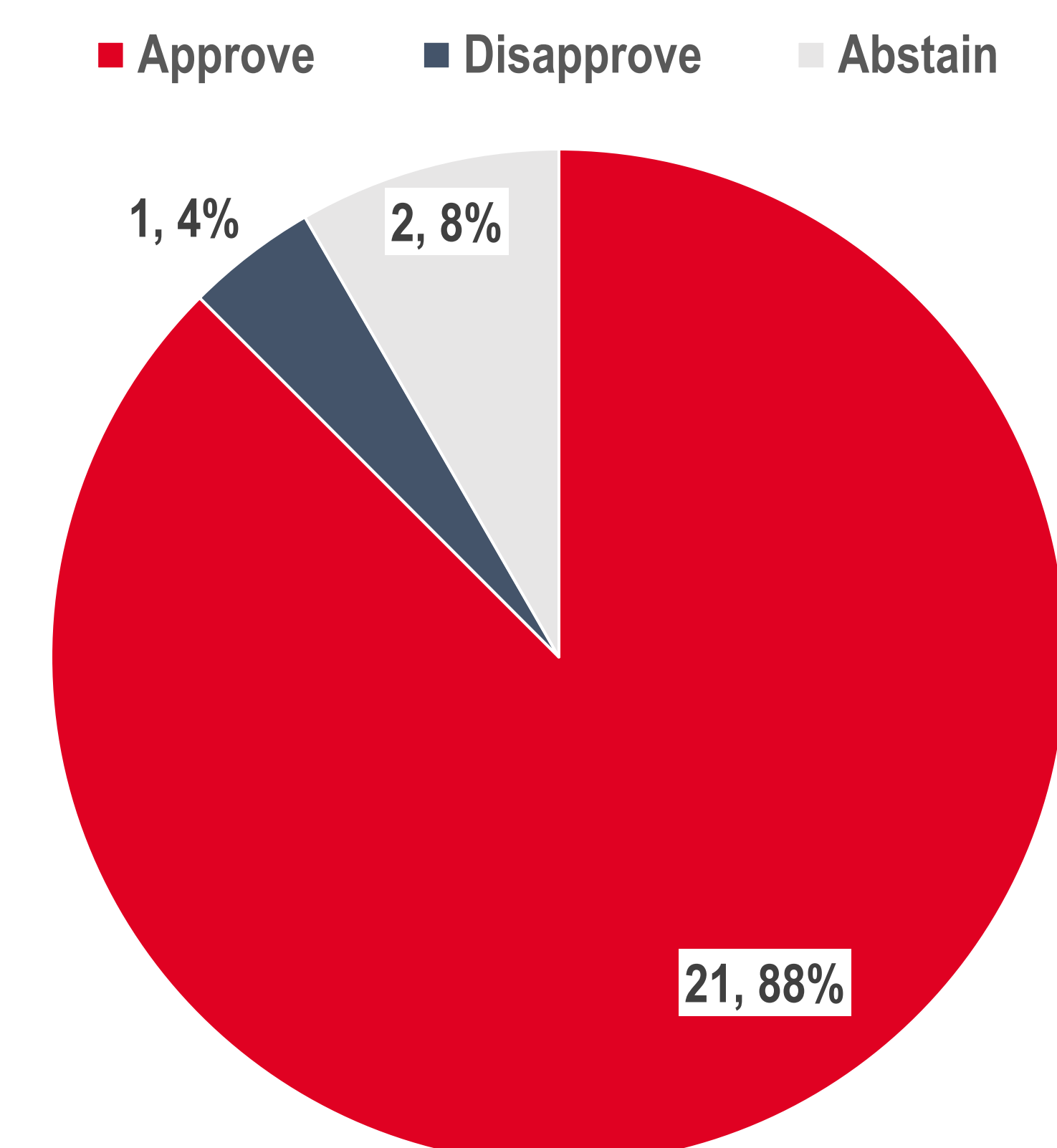


Figure 4. Faculty Support For DEIA Strategic Plan



Conclusions

JLWCOP is dedicated to the promotion of diversity, equity, inclusion and accessibility as part of our core values. The strategic plan provides a framework for integrating these values across the continuum and maintains accountability. The college continues to work toward a culture that values unique backgrounds and where we can work, learn, grow and thrive in a safe supportive environment.

Disclosures

The authors have no actual or potential conflict of interest, financial or otherwise, in relation to this presentation.