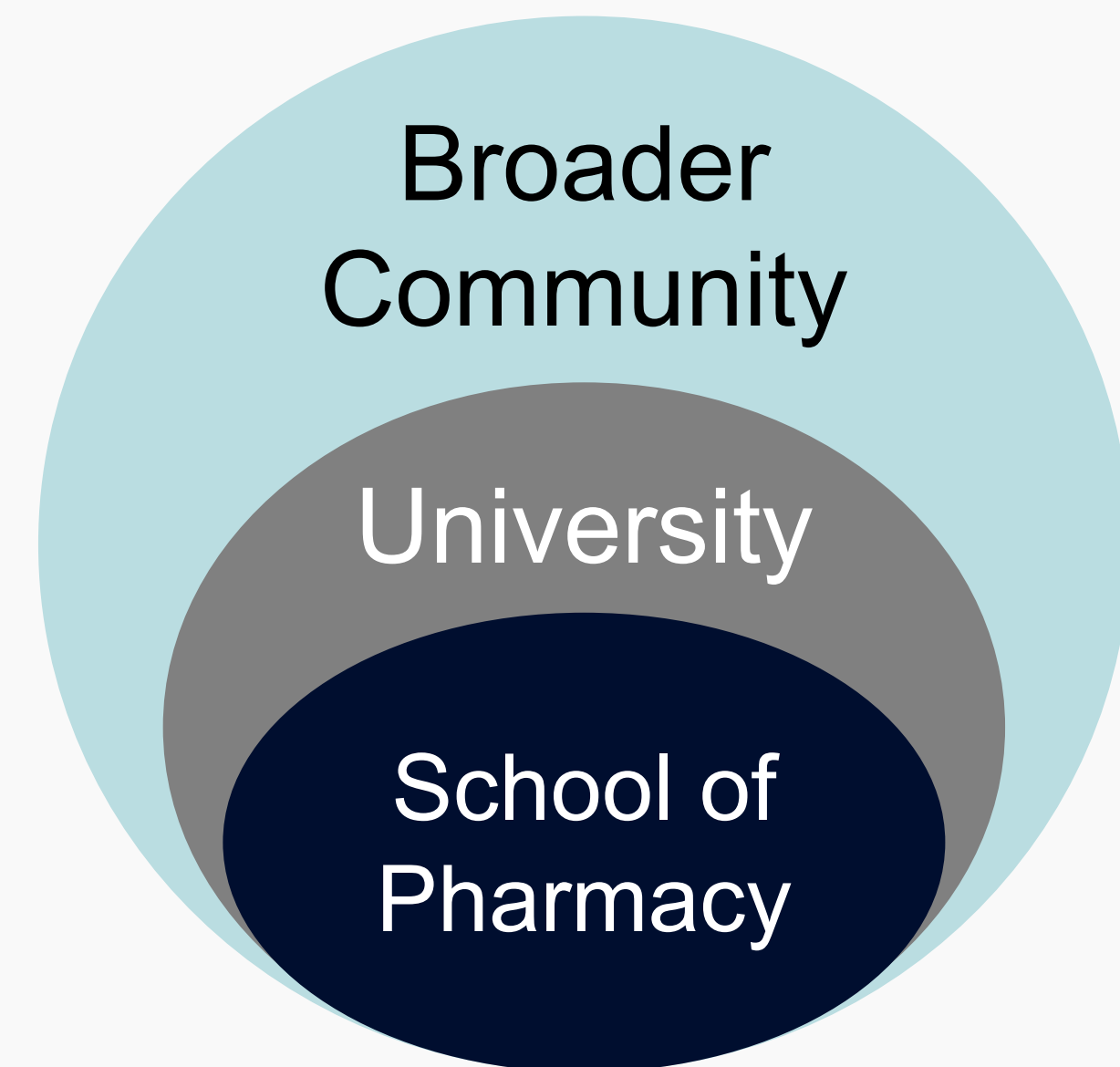


Laying the Foundation to Advance Diversity, Equity, and Inclusion in Pharmacy Education and Practice

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Objective

- Commitment to diversity, equity, and inclusion (DEI) is vital to
 - Improve cultural awareness among the student body
 - Positively impact student engagement
 - Ensure pharmacists are equipped to provide culturally responsive, equitable care to a growing diverse population
- Our objective is to describe a **multipronged approach** to establishing the infrastructure necessary to advance DEI within a pharmacy school community.



Methods

Call to Action

- Focus areas supported by **500+** students and alumni
 - Recruit and support people of marginalized backgrounds
 - Integrate inclusive learning opportunities and mentorship
- Secured resources and an additional faculty advisor

Policies & Procedures

- Created document outlining objectives, initiatives, and allocation of resources
- **Four pillars**
 - Mentorship
 - Financial support
 - Recruitment
 - Professional development

Restructure

- Initiatives from Policies & Procedures served as basis for **3 sub-committees**
- | | | |
|---------------------|---------------------------------|------------------|
| 2 Faculty Advisors | | |
| 1 Student Secretary | | |
| <i>Recruitment</i> | <i>Professional Development</i> | <i>Inclusion</i> |
| 2 Co-Chairs | 2 Co-Chairs | 2 Co-Chairs |

Results

Capacity Building / Training

2022 AACP EDI Institute: Participating members advanced knowledge and understanding of core DEI concepts and identified promising practices to inform development of the committee's action plan

- Main takeaways:
 - Innovative ideas from other universities
 - Development of the Diversity Committee's Action Plan
 - Discussing recommendations for School of Pharmacy strategic plan → planning retreat

Advocacy Workshop: Training participants received a basic overview of what health equity advocacy is, the ways in which they can be advocates, how the CT General Assembly website works, and importance of legislative advocacy

Collecting Data

DEI Climate Assessment: School-wide survey and identity-based focus groups (student only) to understand students, faculty, and staff members' perception of the school's climate as it relates to DEI

- Student-initiated project tailored to the pharmacy learning environment and seeks to capture attitudes about environments outside the classroom, such as research and experiential education settings
- Builds the evidence necessary to guide our work and establish a system for institutional accountability and a culture of assessment

Collaboration

Strategic Partnerships: Established with offices, schools, and centers across campus based on shared interests and needs

- **Broader Community:** Health Equity Solutions (Hartford, CT)
- **University:** Office of Diversity & Inclusion, Racial Microaggressions Research Team, Climate Assessment Workgroup Chairs, Psychological Sciences Department
- **School of Pharmacy:** Alpha Zeta Omega

Sub-Committee Focus

Initiatives / Milestones

Upcoming

Recruitment

- Recruit more individuals of varying backgrounds into the:
 - Pharmacy profession
 - UConn School of Pharmacy
 - Diversity Committee

- Presentations
 - School of Pharmacy Advisory Board
 - Career fair
 - SDOH video
- Alumni newsletter
- Official webpage
- Committee Bulletin Board

- Alumni, faculty, and graduate/PhD student outreach
- Standard slide deck
- Social media presence
- Multicultural dinner nights

Professional Develop.

Provide opportunities for students, specifically those of marginalized backgrounds, to develop through various learning experiences.

- Students of Color mentorship program
- Financial support
 - Program award scholarship
 - Professional membership fund
- Advocacy workshop
- AACP EDI Institute

- More guest speakers and conference opportunities
- Expanding and integrating advocacy workshop training

Inclusion

Support students of diverse backgrounds by fostering a culture which values and actively integrates DEI through all facets.

- DEI Climate Assessment survey development
- Monthly social media student spotlight
- Black and/or LatinX Student Group

- DEI Climate Assessment survey and focus groups
- Pharmacy inclusion literature review
- Stronger integration of DEI and social determinants of health into the curriculum

Conclusion

Lessons Learned / Pearls

- DEI is a **continuous effort** that requires a team, not just a few individuals
 - Strong leadership
 - Champions at every level
- Crucial to be attentive to the needs of different communities; there is **no one-size-fits-all** approach
- **Seek support** from individuals who are skilled in DEI (within and outside of your institution)
- Leave room for **necessary pivoting** as plans and/or priorities evolve

Looking Forward

- Expanding membership
 - Members of other School of Pharmacy committees (i.e. Curriculum & Curricular Assessment Committee)
 - UConn School of Pharmacy alumni
- Creating an atmosphere that embraces DEI not only improves the engagement within the UConn School of Pharmacy, but also translates into the service that we provide as current and future pharmacists throughout the greater community

Acknowledgements

Current & Past Diversity Committee Members
UConn School of Pharmacy Advisory Board
UConn School of Pharmacy Faculty and Staff
UConn Alumni Foundation
AACP EDI Institute Cohorts

Overview of Committee progress by Sub-Committee.