

# Changing our Culture: A Look at Student-Led, College-Supported, DEIA Initiatives in a Rural Midwest University

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## BACKGROUND

Having a community that values all its members is critical for its health and ensures it functions at the highest possible level. Furthermore, it is our responsibility as pharmacists to educate future pharmacists that we recognize and work to remedy health care disparities in our profession. AACP's CAPE standards include identifying social determinants of health to diminish disparities and inequities in access to quality care.

Also, our AACP survey results from graduating students, preceptors, faculty, and alumni have indicated a need for improvement in addressing diversity, equity, and inclusion in our college. Therefore, a coordinated effort to address these issues is needed.

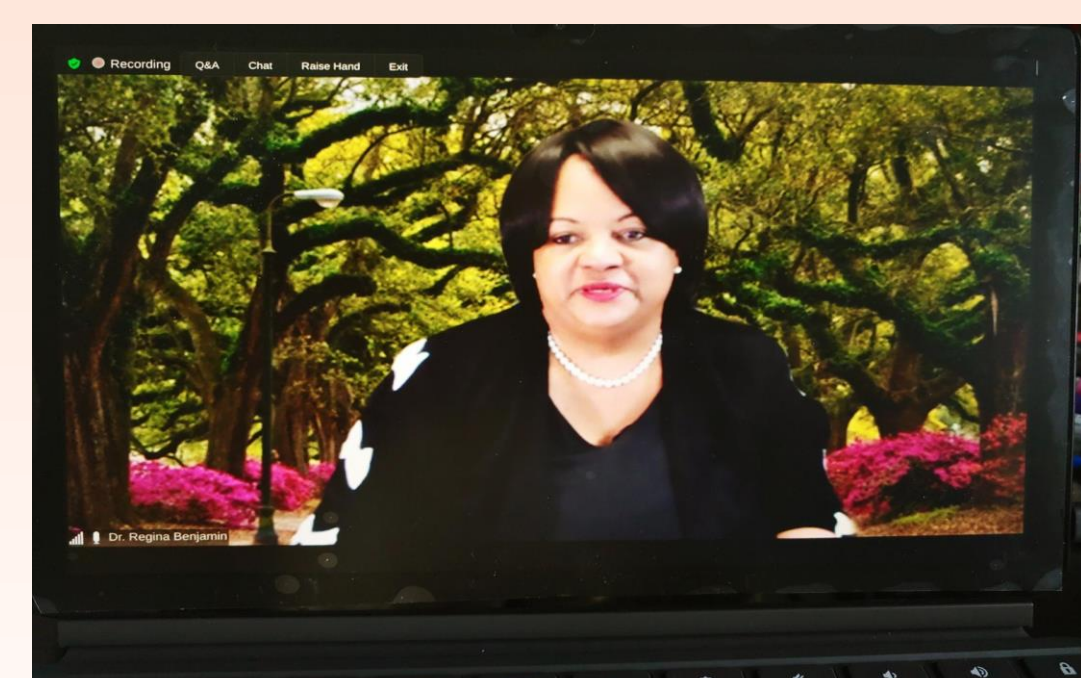
## OBJECTIVE

This poster tracks the initial stages of the creation and implementation of diversity, equity, inclusion, and anti-racism (DEIA) initiatives at a private university's college of pharmacy in a mid-sized city in a primarily rural county in Ohio.

**Research question** – How might DEIA initiatives be effectively implemented in a rural Midwestern university?

## METHODS

In response to social justice movements of 2020, student pharmacists at the University of Findlay College of Pharmacy were moved to contact leadership to express DEIA concerns. One main request was for more education on DEIA-related topics. In response, a student-led, college-supported, DEIA task force was created.



Dr. Regina Benjamin, Surgeon General of the United States during the Obama Administration, discussing health equity with students and faculty via Zoom® during the COVID-19 pandemic.



Dr. Olivia Nathan, PharmD, during her visit to campus to present to students and faculty on healthy equity and considerations when caring for BIPOC patients.

## RESULTS

- The poster depicts initial college of pharmacy student, faculty, and staff survey responses related to culture and inclusion within the college, and subsequent initiatives and activities that have since taken place, including but not limited to the hosting of two former US Surgeons General to speak regarding health equity in the United States.

### Baseline Belonging Survey Summary\*

1. I feel like I belong in the College of Pharmacy (CPHM).

	Agree/somewhat agree	Neutral	Disagree/somewhat disagree
All (n=191)	85.9%	5.8%	8.4%
White (n=145)	92.4%	3.4%	4.2%
Asian, Asian-American (n=18)	72.2%	11.1%	16.7%
Non-white, non-Asian-American (n=28)	60.7%	14.2%	25%

	Agree/somewhat agree	Neutral	Disagree/somewhat disagree
All (n=191)	85.9%	5.8%	8.4%
First generation (n=66)	81.8%	7.6%	10.6%
Not first generation (n=125)	88%	4.8%	7.2%

	Agree/somewhat agree	Neutral	Disagree/somewhat disagree
All (n=191)	85.9%	5.8%	8.4%
Female (n=133)	87.9%	2.6%	8.3%
Male (n=50)	88%	6%	6%

	Agree/somewhat agree	Neutral	Disagree/somewhat disagree
All (n=191)	85.9%	5.8%	8.4%
Heterosexual (n=159)	87.4%	5.7%	6.9%
Non-heterosexual (n=32)	78.1%	6.3%	15.6%

	Agree/somewhat agree	Neutral	Disagree/somewhat disagree
All (n=191)	85.9%	5.8%	8.4%
Students (n=162)	87.7%	4.9%	7.4%
Non-students (n=29)	75.9%	10.8%	13.3%

2. I feel that I can be my authentic self in the CPHM.

	Agree/somewhat agree	Neutral	Disagree/somewhat disagree
All (n=191)	77%	11%	12%
White (n=145)	82%	9%	8.3%
Asian, Asian-American (n=18)	77%	22%	11%
Non-white, non-Asian-American (n=28)	50%	19%	32.1%

	Agree/somewhat agree	Neutral	Disagree/somewhat disagree
All (n=191)	85.9%	5.8%	8.4%
Heterosexual (n=159)	78.6%	8.8%	9.4%
Non-heterosexual (n=32)	68.8%	21.9%	15.6%

3. The curriculum of the CPHM prepares students to work and live with a diverse world successfully.

	Agree/somewhat agree	Neutral	Disagree/somewhat disagree
All (n=191)	72.8%	13.6%	13.6%
White (n=145)	80%	11%	9%
Asian, Asian-American (n=18)	61.1%	22.2%	16.7%
Non-white, non-Asian-American (n=28)	39.3%	21.4%	35.7%

	Agree/somewhat agree	Neutral	Disagree/somewhat disagree
All (n=191)	72.8%	13.6%	13.6%
Heterosexual (n=159)	78%	8.8%	13.2%
Non-heterosexual (n=32)	46.9%	37.5%	15.6%

	Agree/somewhat agree	Neutral	Disagree/somewhat disagree
All (n=191)	72.8%	13.6%	13.6%
Students (n=162)	75.3%	12.3%	12.3%
Non-students (n=29)	58.6%	20.7%	20.7%

4. CPHM is committed to fostering an environment where everyone (students, faculty, staff, and alumni) can succeed.

	Agree/somewhat agree	Neutral	Disagree/somewhat disagree
All (n=191)	77%	11.5%	11.5%
White (n=145)	80.7%	9%	10.3%
Asian, Asian-American (n=18)	61.1%	16.7%	22.2%
Non-white, non-Asian-American (n=28)	67.9%	17.9%	10.7%

	Agree/somewhat agree	Neutral	Disagree/somewhat disagree
All (n=191)	77%	11.5%	11.5%
Heterosexual (n=159)	80.5%	9.4%	10.1%
Non-heterosexual (n=32)	59.4%	21.9%	18.8%

	Agree/somewhat agree	Neutral	Disagree/somewhat disagree
All (n=191)	77%	11.5%	11.5%
Students (n=162)	75.9%	13%	11.1%
Non-students (n=29)	82.8%	0%	17.2%

5. I believe the CPHM leadership will take appropriate action in response to incidents of harassment and discrimination.

	Agree/somewhat agree	Neutral	Disagree/somewhat disagree
All (n=191)	77%	11.5%	11.5%
White (n=145)	80.7%	9%	10.3%
Asian, Asian-American (n=18)	61.1%	16.7%	22.2%
Non-white, non-Asian-American (n=28)	67.9%	17.9%	10.7%

	Agree/somewhat agree	Neutral	Disagree/somewhat disagree
All (n=191)	77%	11.5%	11.5%
Heterosexual (n=159)	80.5%	9.4%	10.1%
Non-heterosexual (n=32)	59.4%	21.9%	18.8%

	Agree/somewhat agree	Neutral	Disagree/somewhat disagree
All (n=191)	77%	11.5%	11.5%
Students (n=162)	75.9%	13%	11.1%
Non-students (n=29)	82.8%	0%	17.2%

\*58.2% response rate (191 of 328 possible individuals within the CPHM)

### DEIA Speakers thus far (see photos):

- Spring 2020 – Former US Surgeon General Dr. Regina Benjamin, MD, MBA (health equity)
- Fall 2021 – Dr. Olivia Nathan, PharmD, AAHIVP (caring for BIPOC patients in a syndemic setting)
- Spring 2022 – Dr. Emma Canfield, PharmD (caring for transgender patients)
- Spring 2022 – Former Surgeon General Dr. Jerome Adams, MD, MPH (health equity)

## RESULTS (cont.)

- The DEIA Task Force has now become an Ad Hoc DEIA committee of the college.
- The DEIA Committee includes representation outlined here.
- Feedback in the form of verbal commentary and student reflective pieces has supported the benefits of these events to student learning.

### Committee Structure

At least one student from each of the class cohorts in the pre-professional and professional years of the program (0-6, direct entry program)

Faculty (at least one from each department and a college representative from the University Diversity Initiative)

Administrative Representative (Associate Dean or Student Success or designee; non-voting member)

## DISCUSSION

Future plans include the following:

- Curricular revision to implement more topics related to health equity and cultural competence
- Continuation of bringing speakers from diverse backgrounds to campus
- Conference attendance, focused training, and student-led case competitions
- Continued surveys to gauge belonging in not only the pharmacy program but also the university

## CONCLUSION

Early efforts of the committee have been successful. As DEIA efforts in pharmacy programs become more widespread, the university's DI committee, along with the college's DEIA committee, will continue to meet regularly to organize, promote, and implement programming dedicated to meet DEIA initiatives. Success of efforts will be analyzed with further surveys of students, faculty, and staff following events.

## REFERENCES

Full reference list available for request from authors.



Dr. Emma Canfield, PharmD, presenting healthy equity and care of LGBTQ+ patients to student and faculty on campus.



Dr. Jerome Adams, Surgeon General of the United States during the Trump Administration, addressing the students, faculty, and community members on challenges the nation faces regarding health equity.