



Multipronged Approach to Build a College Culture Focused on Diversity, Equity, Inclusion, and Anti-Racism

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INTRODUCTION

- Diversity, Equity, Inclusion, and Anti-Racism (DEIA) is a fundamental value
- DEIA executed well creates a nurturing, welcoming, and supportive environment
- All individuals are respected, diversity is celebrated, and all can voice their ideas without judgment
- Educators must be committed to DEIA
- DEIA is necessary so students have knowledge, compassion, and desire to become leaders, promote scientific knowledge, and deliver health care to a diverse population with respect and empathy

OBJECTIVE

- To foster and build a college culture focused on DEIA among all stakeholders through listening sessions, collaboration, training, and assessment

METHODS

- Multipronged approach to introduce and foster DEIA concepts within curriculum and college community
- Audience includes student pharmacists, faculty, staff, and academic and executive leadership
- Employed a variety of forums and formats
 - Course instructor interviews
 - Curriculum Race, Ethnicity, and Social Determinants of Health subcommittee meetings
 - Stakeholder assessments
 - Educational programming

- Applied an intentional, multiprong approach to engage stakeholders and increase college community awareness of diversity, equity, inclusion, and anti-racism (DEIA)
- Efforts are ongoing to build and sustain a DEIA focused college culture



DEIA Pipeline Program



THE MULTICULTURAL PHARMACY STUDENT ORGANIZATION

The Multicultural Pharmacy Student Organization (MPSO) is a student-led organization that focuses on advocating for the awareness and appreciation of different cultures, ethnicities, and identities as well as promoting a suitable climate within the College of Pharmacy (COP) that supports diversity, equity, and inclusion.

DEIA Student Organization

Alumna Establishes Fund to Honor Parents; Support Transformational Diversity, Equity, and Inclusion Opportunities

NOVEMBER 24, 2020

Alumni DEIA Support



THIS IS AMERICA:

Confronting Health Inequities...
Writing Prescriptions for Change

2022 ANNUAL MLK HEALTH SCIENCES PROGRAM

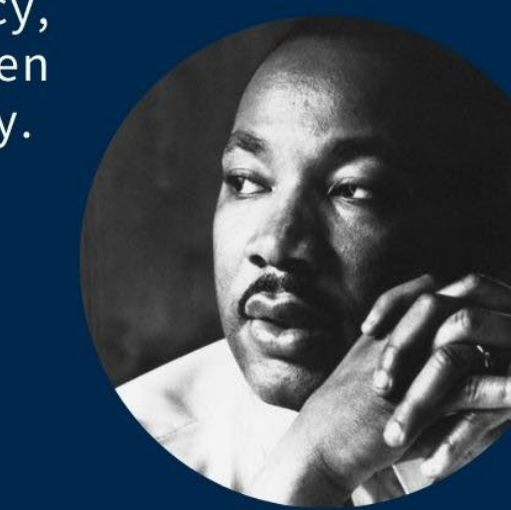
The MLK Health Sciences events, sponsored by the College of Pharmacy, reached a total of 849 people across the University including the seven health sciences schools/colleges, Michigan Medicine and our community.

Schedule of Events

1/17 - Keynote Lecture - Dr. Lakesha Butler, PharmD, BCPS

2/17 - Panel Discussion on Racial Disparities in Pain Management

3/22 & 3/28 - Book Dialogue - Medical Apartheid, by Harriet Washington



COP Sponsored Campus-Wide DEIA Activities

RESULTS

- Faculty, staff, and students collaborated on several initiatives to increase uptake of DEIA principles
 - Adopted college values to support culture change
 - Wrote DEIA-focused mission statement
 - Conducted curricular mapping
 - Formed DEIA-focused student organization
 - Evaluated faculty needs for DEIA education
 - Provided DEIA programming
- Additional DEIA efforts:
 - Faculty retreat on DEIA principles and their integration into course content
 - Defined curricular outcomes and identified meaningful learning opportunities
 - Conducted climate survey
- Ongoing work
 - Integrating DEIA into course content
 - Expanding training to adjunct faculty in the experiential setting
 - Exploring interprofessional opportunities to allow for broad impact

DISCUSSION

- Identified continued need for diversity and cultural sensitivity training
- We continue to work towards providing all students needed support for retention and academic success

All authors declare no conflicts of interest.

REFERENCES:
<https://pharmacy.umich.edu/retreat/>; <https://pharmacy.umich.edu/dei/>;
<https://pharmacy.umich.edu/dei/dei-strategic-plan/>; <https://diversity.umich.edu/strategic-plan/dei-strategic-planning-toolkit/communicating-why-we-work-on-dei/>