

UNC Eshelman School of Pharmacy
Organizational Diversity and Inclusion
DEI Strategic Plan 2020/21

STRATEGIC PRIORITY I: RECRUIT AND RETAIN DIVERSE TALENT

Increase and retain the compositional diversity of our students, faculty, and staff to reflect the demographics of the citizens of North Carolina.

- 1.1 Improve application practices to our PharmD and PhD programs by 1) removing Pharmacy College Admission Test (PCAT) scores and simplifying supplementary applications for PharmD applicants and 2) making Graduate Record Examination (GRE) scores optional for PhD applicants
- 1.2 Embed and assess dimensions of cultural awareness and responsiveness into the Multiple Mini Interview (MMI) prompts for both the PharmD and PhD programs
- 1.3 Collaborate with human resources, Division Chairs, and other stakeholders to develop an evidence-based recruitment and retention strategy to cultivate a diverse pool of faculty and staff
- 1.4 Host a symposium for senior administrators at North Carolinian historically black colleges and universities (HBCUs) and minority serving institutions (MSIs) to stimulate interest in pharmacy and pharmaceutical sciences careers and develop partnerships
- 1.5 Implement visiting tours to every HBCU and MSI in North Carolina to increase student access to the knowledge and tools for graduate and professional education at the School
- 1.6 Include the School's inclusivity statement on the main page of the School's website and enable the development of division specific inclusivity statements

STRATEGIC PRIORITY II: PREPARE CULTURALLY INTELLIGENT PROFESSIONALS

Prepare students to be culturally intelligent to meet societal healthcare needs.

- 2.1 The curriculum committee will ensure there is at least one real-world case that includes a learning opportunity in the social determinants of health for minority populations in each pharmacology and pharmacotherapy course and course directors will review all cases to ensure they are culturally sensitive
- 2.2 Include social equity and cultural intelligence education within the leadership and professional development PharmD course stream and the curricula of the graduate programs
- 2.3 Faculty will participate in an annual faculty development training for facilitating inclusive classroom practices in collaboration with the Center for Innovative Pharmacy Education & Research (CIPHER)

STRATEGIC PRIORITY III: BUILD AN INCLUSIVE COMMUNITY

Create a School community where everyone is educated, connected, valued, and has an opportunity to contribute.

- 3.1 The Executive Committee will participate in training through the Racial Equity Institute (REI)
- 3.2 Implement unconscious bias and inclusion training for all students, faculty, staff, and postdocs
- 3.3 Include social equity and cross-cultural education in the bridging course and new student and new hire orientation
- 3.4 Develop core values with an accountability framework for all, including a safe space for anonymous reporting
- 3.5 Host a seminar each semester for the School community that reinforces our core values in alignment with the unconscious bias training and inclusion education