



Diversity, Equity and Inclusion Impact Report 2020 - 2021



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Our Next Steps



The 2020-2021 academic year marks the end of the Year One Diversity, Equity, and Inclusion (DEI) Strategic Plan at the UNC Eshelman School of Pharmacy. It also begins a new year of strategic opportunity to expand equity and inclusion through education, research, and practice to develop a place where all feel valued and connected.

Year one laid the groundwork for preparing culturally intelligent professionals and building an inclusive environment and all targets were met for the School's three strategic priorities:

1. Recruit and Retain Diverse Talent
2. Prepare Culturally Intelligent Professionals
3. Build an Inclusive Community



Strategic Priority 1: Recruit and Retain Diverse Talent

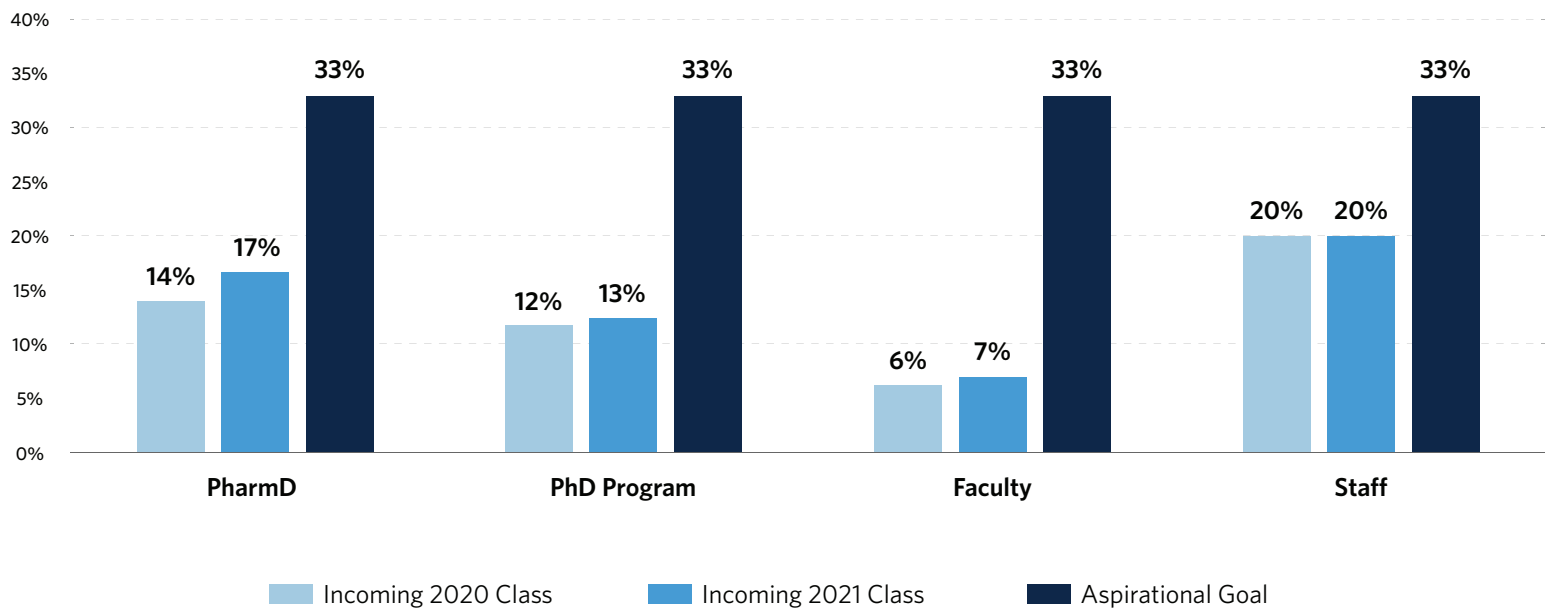
Increase and retain the compositional diversity of our students, faculty, and staff to reflect the demographics of the citizens of North Carolina.

The school's investment in building a diverse workforce is anchored in building relationships and partnerships to ensure a range of

ideas and perspectives are leveraged to bring creativity, ingenuity, and innovation needed in healthcare.

We are progressing toward reaching our aspirational goals to reflect the state of North Carolina.

Compositional Diversity of Underrepresented Students, Faculty and Staff



Strategic actions

- Partnered with pharmaceutical industry and academia to fund the first Innovation Fellowship
- Collaborated with North Carolina Historically Black Colleges and Universities (HBCUs) and Minority Serving Institutions (MSIs) to conduct virtual tours to better support prospective underrepresented minority (URM) students in their efforts to pursue careers in pharmacy and the pharmaceutical sciences — 174 individuals registered, 83 individuals participated, and seven out of ten NC HBCUs/MSIs engaged
- Created recruitment videos highlighting current professional and graduate students, faculty, and alumni to increase access to experiences and perspectives pertaining to professional development — Uploaded on the School's website and YouTube page



Strategic Priority 2:

Prepare Culturally Intelligent Professionals

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

Our aim is to produce health science professionals that will have the lens, breadth and depth of knowledge to care for the world through practice, research, and community engagement.

The world is counting on us to produce world class talent. We have developed resources, identified gaps and opportunities, and received feedback from learners, and we are moving the needle.

Strategic actions

- Incorporated topics that addressed racism, discrimination, implicit bias, microaggressions, stereotyping, Social Determinants of Health (SDOH), social justice, and health equity within the curriculum
- Prepared faculty to facilitate inclusive learning practices through a five series educator development sequence in collaboration with Center for Innovative Pharmacy Education & Research (CIPhER).
- Assessed the learner experience with cultural diversity related curricular content, through course evaluations in the graduate and professional program



Students rated all PhD and PharmD courses

4.60

out of

5.00

regarding cultural diversity-related content and inclusivity practices enhancing their learning in Spring 2021

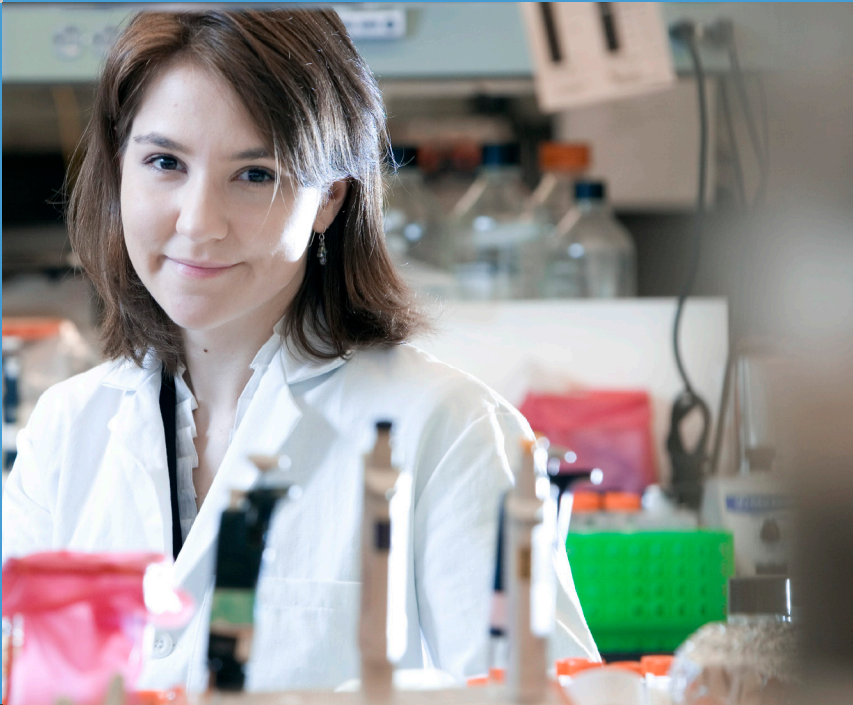
Students rated all PhD and PharmD courses

4.87

out of

5.00

regarding being treated with respect in Spring 2021



Preceptors and faculty rated the five courses in the DEI Educator Series

4.64

out of

5.00

in Value of Learning





Strategic Priority 3: Build an Inclusive Community

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

Through education we can create a culture where people feel valued, respected, and a sense of belonging. Our people are our greatest asset and position us to do our best work. We are creating spaces to ensure everyone is heard, acknowledged, and has an opportunity to contribute.

Strategic actions

- All school executive leadership participated in Groundwater training through the Racial Equity Institute and leadership development with the Center for Creative Leadership. Fifteen units of faculty and staff participated in managing bias conversations, discussing potential areas of bias in their offices and strategic actions they could take toward a more inclusive environment

- Held seminars, town halls, and facilitated reflective conversations across all units and divisions within the school to learn the experiences of our people, share ideas, and build trust to better develop strategies
- Provided the space for shared perspectives, expertise and knowledge shared by scholars. We hosted speakers Prentice Stovall, Jr. on “Accelerating Individual Impact in the Pharmaceutical Industry” and Vibhuti Arya Amifar on “Structural Racism and Health Equity”
- We celebrated Black History Month as well as Asian Pacific American History Month and National Hispanic Heritage Month with celebrations and seminars covering: The Model Minority Myth, Black Excellence in Pharmacy, and Desegregation at Pharmacy Schools in the south
- Established the Social, Equity, and Inclusion (SEI) committee and DEI Alumni Council. Both brought creative approaches and improved operational efficiencies by contributing toward DEI development, assessment, and governance. A highlight of their work is the development of the Community Culture and Climate Improvement Tool

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National presentations on DEI topics given by school faculty, staff, and students

14

Units and divisions held managing bias conversations and began DEI planning for 2021

22

School leaders completed Racial Equity Institute Groundwater Training

10

Faculty and staff funded to attend the AACP Equity, Diversity, and Inclusion Institute

2

New committees to help guide DEI Strategy: Social, Equity, and Inclusion Committee and DEI Alumni Committee.

Accomplishments by the Numbers

2

Manuscripts

- Organizational commitment to diversity equity and inclusion: A strategic path forward
- Cultural Intelligence in Pharmacy Education: Understanding Student Experiences

2

Certificate and Continuing Education Programs

- Rethinking DEI Strategy Development, White (ASHP Diversity, Equity, and Inclusion Certificate, eLearning)
- How does intersectionality intersect with me?, Wolcott (ASHP Diversity, Equity, and Inclusion Certificate, eLearning)

3

Grants

- Genentech: Mentorship of Women Faculty of Color (\$386,000)
- ASHP Pharmacy Leadership Scholars Research Grant (\$10,000)
- ASHP Leadership Foundation: Healthcare Equity and Leadership (HEAL): implementation of diversity, equity, and inclusion training for pharmacy residents (\$2500)

5

Educator development series

- Creating an Inclusive Learning Environment in the Graduate Education Setting
- Preceptor Design Lab Series: Creating a Racially Inclusive Learning Environment in the Experiential Setting
- Creating an Inclusive Learning Environment in the Residential Setting
- Considerations of the LGBTQIA Community in Creating an Inclusive Learning Environment
- inclusifiED: Inclusive Teaching Practices Workshop

3

Posters

- Incorporating Cultural Intelligence into Doctor of Pharmacy Class Sessions, Courses, and Curricula: Introducing a Framework, Minshew, D.Lee (AACP Annual Meeting, July 2021)
- Preparing Faculty and Preceptors to Create an Inclusive Learning Environment, Morbitzer, McLaughlin, White (AACP Annual Meeting, July 2021)
- Cultural Intelligence Framework: Student Insights and Experiences, Minshew, D. Lee, White, McClurg, McLaughlin (AACP Annual Meeting, July 2021)

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National Presentations

- Equity in Pharmacy Education: What is Holding Us Back? White, McLaughlin (AACP Annual Meeting, July 2021)
- Developing Inclusive Leaders: Incorporating Diversity, Equity, and Inclusion into Pharmacy Student Leadership Training, Zeeman, Steeb (AACP Annual Meeting, July 2021)
- Her Research Matters: Equity and Diversity in Pharmacy and Pharmaceutical Sciences, Sasser (AACP Annual Meeting, July 2021)
- Diverse Paths to Leadership: A Panel Discussion with Current Leaders in the Academy, White (AACP Annual Meeting, July 2021)
- Safe to Speak: Fostering a Psychologically Safe and Inclusive Teaching Environment, Wolcott (AACP Annual Meeting, July 2021)
- Incorporating Cultural Intelligence into Doctor of Pharmacy Class Sessions, Courses, and Curricula: Introducing A Framework, Minshew, Lee (AACP Annual Meeting, July 2021)
- Creating an Inclusive Learning Environment: Experience with a Faculty Development Series, Morbitzer, Harris (AACP Annual Meeting, July 2021)
- Can You Hear Me Now? A Class Activity About Interprofessional Communication and Micro/Macroaggressions in Healthcare, Rodgers, C. Williams (AACP Annual Meeting, July 2021)
- Rethinking Diversity Equity Inclusion Strategy Development in Pharmacy Education, White, Fulford (AACP Equity, Diversity, and Inclusion (EDI) Institute, January 2021)
- Communicating with Care and Compassion: A Key to Unlocking Healthcare Disparity, Wolcott, White (ASHP Specialty Pharmacy Conference: Optimizing Patient Outcomes and Operational Excellence, July 2021)
- Building a Diverse Pharmacy Workforce During a Pandemic, White (AACP Interim Meeting – INclusion 2021, March 2021)

1

Community Award
Carla White – Triangle
Business Journal 2020
Leaders in Diversity Award

1

Innovation Fellowship
Funded
Nuventra 2-Year
Postdoctoral Fellowship

1

Community Culture and
Climate Improvement Tool
CCCIT [https://
faopharmacy.unc.edu/
human-resources/cccit/](https://faopharmacy.unc.edu/human-resources/cccit/)

7

Scholarships aimed at
Inclusive Excellence -
\$88,950

10

Faculty and Staff funded
to attend AACP Equity,
Diversity, and Inclusion
(EDI) Institute

10

North Carolina Institutions
(HBCUs/MSIs) Partnered
for Recruitment
Collaborations

15

Managing Bias
Conversations held at
Division and Unit Levels

22

Members of School
Leadership attended
Racial Equity Institute
Groundwater Training

Our Next Steps

Recruit and Retain Diverse Talent

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

- a. All employment postings will be advertised to at least one platform or source that targets diverse candidates
- b. Grow Endowment funds for DEI Initiatives (Scholarships, Fellowships, Awards & ODI Programming)
- c. Engage with students from HBCUs/MSIs/other minority population groups and sources to improve pipeline of graduate and professional pharmacy students in our recruitment and scholarship efforts

Prepare Culturally Intelligent Professionals

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

Pilot the Cultural Intelligence Framework in the professional and graduate programs and develop an implementation plan.

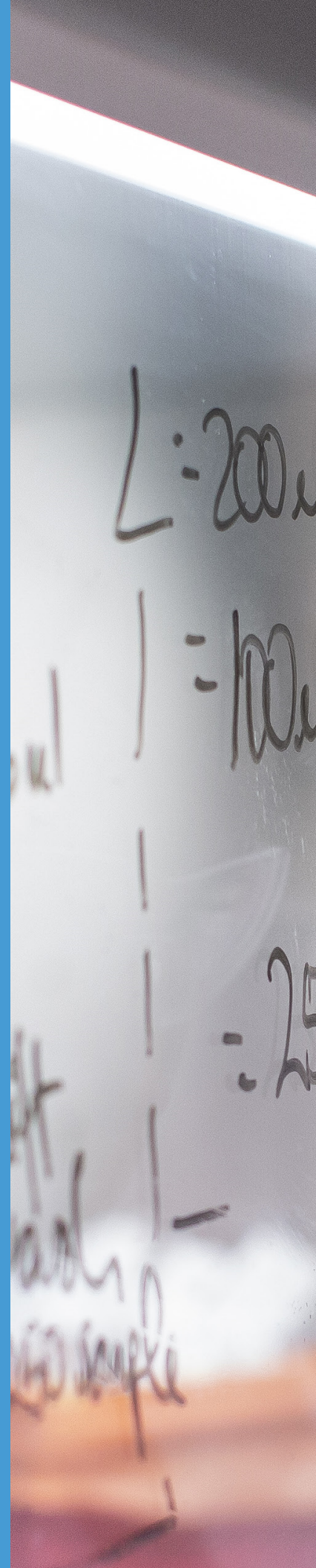
- a. Assess CI Framework through student ratings pertaining to how the cultural diversity related content enhanced their learning experience
- b. Review course syllabi to identify opportunities for CI Framework Implementation
- c. Prepare faculty to facilitate inclusive learning practices by faculty attending and/or reviewing the educator development sessions on the ODI website.

Build an Inclusive Community

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

Assess DEI progress through the development of an accountability framework.

- a. Incorporate process improvements based upon implementation of the Community Culture and Climate Improvement Tool
- b. Identify and implement DEI strategic goals in Units/ Divisions within the School that contribute to the School's DEI Strategic Plan
- c. Engage faculty in DEI learning through attending DEI-related trainings/ seminars and reporting during faculty annual reviews
- d. Encourage and facilitate DEI goals in Student Organizations
- e. Implement content on Bias, Micro-aggressions, and Imposter Syndrome education at orientation for all faculty, staff, and students







UNC

ESHELMAN SCHOOL
OF PHARMACY

Our aim is to produce health science professionals that will have the lens, breadth and depth of knowledge to care for the world through practice, research, and community engagement. The world is counting on us to produce world class talent. We have developed resources, identified gaps and opportunities, and received feedback from learners, and we are moving the needle.