



Organizational Diversity and Inclusion 2021-2022 Strategic Plan

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.

- Advertise 80% of permanent external employment postings to at least one platform or source that targets diverse talent.
- Secure an endowment fund of \$50,000 for DEI Initiatives.
- Engage with learners from 10 HBCUs/MSIs to develop a diverse learner pipeline through recruitment activities and partnerships established.

Prepare Culturally Intelligent Professionals

Prepare students to be culturally intelligent to meet societal healthcare needs by designing and launching a comprehensive Cultural Intelligence Plan

- Pilot the Cultural Intelligence Framework in 5 courses across the professional and graduate program (PHCY 501, PHCY 617, PHCY 718, PACE 820, PRHS 802) and develop an implementation plan.
- Assess the functionality of the CI Framework through an average >4.0 rating on course evaluations pertaining to how the cultural diversity related content enhanced their learning experience.

- Review 18 course (All LPD and Pharmacotherapy courses) syllabi to identify opportunities for Cultural Intelligence Framework Implementation.
- Prepare faculty to facilitate inclusive learning practices by 80% of full-time teaching faculty attending and/or reviewing one or more educator development sessions on the ODI website <https://pharmacy.unc.edu/research/centers/cipher/programs/cipher-events/>

Build an Inclusive Community

Create a School community where everyone is educated, connected, valued, and has an opportunity to contribute through the design and development of an accountability framework.

- Incorporate 2 process improvements based upon implementation of the Community Culture and Climate Improvement Tool.
- Identify and implement at least one DEI strategic action is achieved by 80% of units within the School that contributes to the School's DEI Strategic Plan.
- Report 80% of all faculty communicated attending one DEI-related training/seminar during faculty annual reviews.
- Accomplish 75% of student organizations having at least one DEI goal.
- Attain 100% of all cohorts (faculty, staff, and students) receiving Bias, Micro-aggressions, and Imposter Syndrome education at orientation.

The office of Organizational Diversity and Inclusion Strategic Plan is anchored in the School's [Beyond Plan](#).

BEYOND

 **ESHELMAN SCHOOL
OF PHARMACY**

Strategic Plan for 2020-2024