Diversity and Inclusion

Creating a diverse and inclusive community of people who will accelerate new thinking and ideas in education, research and practice that improve human health worldwide.

**WE are Committed and Invested**
Recruiting and Retaining Diverse Talent

<table>
<thead>
<tr>
<th>Percentage of underrepresented students:</th>
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<tbody>
<tr>
<td>2020</td>
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<tr>
<td>PharmD</td>
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- 61% Since 2020, the representation of underrepresented incoming students has grown by 61%.
- 0% Change in Faculty and Staff Diversity: The racial composition of ESOP employees has not changed over 2 years.

**WE are staying the course**
Preparing Culturally Intelligent Professionals

- 99+ Faculty and Staff
  Attended CiPhER led inclusive teaching educator development

- 5 Courses across Pharm.D., Ph.D., and M.S. Programs
  Piloted the Cultural Intelligence Framework

- 18 Course Syllabi Environmental Scan
  Reviewed and recommendations sent to Curricular Assessment Committee

Pharm.D., Ph.D., and M.S. Students reported feeling connected and respected 5.0/5.0 and rated the cultural diversity content 4.8/5.0 on course evaluations.

**WE are learning and celebrating our strengths and differences**
and leveraging them to solve the world’s most pressing problems

- 800+ ESOP Engaged in Community Building Events
- 15 Events Held to Celebrate Identity, Culture, and Togetherness
- 100+ Students Engaged in Social Capital and Professional Development Initiatives
- 12 Publications Related to DEI
- 15 National Presentations Related to DEI
- 4 New Early Assurance Programs
- $208,000 Nuventra Innovation Fellowship
- $1.5M Mckesson Foundation grants