



Organizational Diversity and Inclusion 2023-2024 Strategic Plan

Recruit and Retain Diverse Talent

We envision a school that reflects, in all its dimensions, the population it serves.

- Double the capacity of the new ESOP Mentoring Program Pilot to 60 student/mentor pairs with the overall goal of providing mentorship to all students.
- Establish programs to attract students from rural and underserved areas in NC.
- Expand recruitment networks to increase diverse faculty by including one new platform to market employment opportunities.

Prepare Culturally Intelligent Professionals

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

- Implement and assess the Ackland Cultural Intelligence Experience that will include PY1 learners, staff, and faculty.
- Review cases to ensure culturally appropriate in one pharmacotherapy course within the PharmD Curriculum to learn and incrementally expand across curriculums within the school.

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.

- Increase the Community Culture Climate and Improvement Tool (CCCIT) submissions and eliminate individual reports to the Associate Dean for Organizational Diversity and Inclusion by socializing the CCCIT at orientation, the bridging course, and with faculty.

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