

URI College of Pharmacy Diversity & Globalization Committee Diversity, Equity, and Inclusion (DEI) Plan 2021/2022

Our mission is to promote an academic environment and community of diversity, inclusion and respect for all students, faculty, and staff. We as individuals strive to improve our understanding of inequity and disparities locally and globally to recognize where we have failed members of our society. We as a community are committed to ensure our practice and policies are equitable and just for all. Our mission is threefold: (1) Recruit, retain and support diverse faculty, staff, and students; (2) Prepare culturally intelligent professionals; (3) Build and foster an inclusive community. We value the leadership of the University of North Carolina Eshelman School of Pharmacy and acknowledge their efforts in providing a pharmacy education framework of diversity, equity, and inclusion.

PRIORITY I: RECRUIT, RETAIN AND SUPPORT DIVERSE FACULTY, STAFF AND STUDENTS

1.1 Collaborate with human resources, department chairs and College stakeholders, as well as the University Diversity Council and Office of Community, Equity and Diversity to develop an evidence based recruitment and retention strategy to expand diversity of faculty, staff and post-doctoral fellow candidates.

1.2 Improve upon current admission processes of our BSPS, PharmD and graduate programs by actively recruiting underrepresented minority students and include dimensions of cultural awareness in admission prompts.

1.3 Develop partnerships with University diversity ambassadors and minority-serving colleges and universities and amplify partnership with high schools to stimulate interest in pharmacy and biomedical and pharmaceutical sciences careers.

1.4 Provide support and mentorship of underrepresented minority students, faculty, and staff by creating a Diversity Coordinator position at the College. It is envisioned that the duties of the Diversity Coordinator will be the responsibility of a newly hired clinical assistant professor.

Priority I - Performance Indicators

- 1. Increase underrepresented minority BSPS students in each incoming class by 1% to match the distribution of underrepresented minority (URM) groups in Rhode Island of 29% by 2023.*
- 2. Increase underrepresented minority PharmD students in each incoming class by 3% to match the distribution of URM groups in Rhode Island of 29% by 2029.*
- 3. Increase URM graduate and post-doctoral fellowship students in each incoming class by 3% to match the distribution of underrepresented minority groups in Rhode Island of 29% by 2029.*
- 4. Increase URM faculty and staff to XX% to match the distribution of underrepresented minority groups in Rhode Island by 2023 and 29% by 2029.*
- 5. Maintain, support, and amplify existing pharmacy organizations that have a focus on underrepresented minority populations (i.e., SNPhA)*
- 6. Identify underrepresented students in incoming classes (i.e., P1 PharmD, BSPS, and graduate) and purposely pair them with faculty mentors who have a vested interest in supporting underrepresented students.*
- 7. Track degree program completion and promotion of underrepresented minority students and faculty,*

respectively.

- 8. DEI Coordinator to provide evidence-based guidance for recruitment and retention strategies to meet above goals and to provide mentorship and support of underrepresented students through DEI initiatives.*

PRIORITY II: PREPARE CULTURALLY INTELLIGENT PROFESSIONALS

2.1 Faculty will utilize the pharmacists' patient care process, including principles that focus on the AACP framework of social determinants of health, cultural awareness and humility, and patient centered care in course content.

2.2 Promote health equity and cultural competence and their impact on patient outcomes within the curricula of the BSPS, PharmD and graduate programs.

2.3 Diversity Committee in conjunction with Diversity Coordinator and the course coordinators, as well as Assessment and Curriculum Committees will ensure the implementation of social determinants of health across curricula, especially in learning that highlights real-world settings such as recitation, laboratory, and capstone courses.

2.4 Provide PHP and BPS faculty along with graduate teaching assistantship training regarding DEI topics for each program's curriculum with Diversity Coordinator to serve in the management of continuing education support.

Priority II - Performance Indicators

- 1. All faculty are strongly encouraged to obtain health equity & cultural competence training by the start of Fall 2021.*
- 2. All faculty members to evaluate their content for the presence of social determinants of health, multicultural literature, and cultural sensitivity and submit to the COP Assessment Committee and DEI Coordinator for curricular mapping by Fall 2023.*
- 3. Identify baseline score on relevant survey items focused on cultural awareness and diversity on the AACP Graduating Student Survey and increase by XX% for class of 2024 students.*
- 4. DEI Coordinator will create a new Grand Challenge Course centered around intersectionality, racism, social determinants of health and health equity.*

PRIORITY III: BUILD AN INCLUSIVE COMMUNITY

3.1 Implement training for faculty, staff and all students regarding implicit bias, cultural humility and classroom climate and support continuing education through the Office of the Diversity Coordinator.

3.2 Encourage and track participation in inclusive mentorship programs organized within and outside of the university.

3.3 Develop core values with an accountability framework for all, including a safe space for reporting for instances of bias, harassment, and discrimination. Diversity Coordinator will be responsible for tracking and responding to concerns.

3.4 Create best practices for inclusive climate within the College and its courses, including diversity statements for syllabi and inclusive teaching practice education.

3.5 Foster an environment of respect for all individuals in our community, including the College and all of the people we serve in Rhode Island, the United States and beyond our borders.

Priority III - Performance Indicators

1. *Administer and assess climate survey for current BSPS, PharmD, graduate and post-doctoral fellowship students as well as faculty and staff biennially to achieve greater sense of belonging for all respondents and underrepresented minority groups.*
2. *Pilot anonymous reporting for bias/microaggression incidents by Spring 2022.*
3. *DEI Coordinator shall monitor bias/microaggression incidents and respond accordingly to address faculty, staff and/or student concerns.*
4. *DEI Coordinator shall measure annually the number of DEI training modules provided per year.*
5. *DEI Coordinator shall track engagement in DEI programming for leadership, faculty, and staff biennially.*
6. *DEI Coordinator reviews COP policies and procedures biennially for inclusive language and cultural competence.*