

Leading EDI Professional Development at Your School of Pharmacy: Keeping Momentum and Navigating Resistance

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Disclosures

- We have no relevant financial relationship(s) with ineligible companies to disclose.

Learning Objectives

At the completion of this activity, participants will be able to:

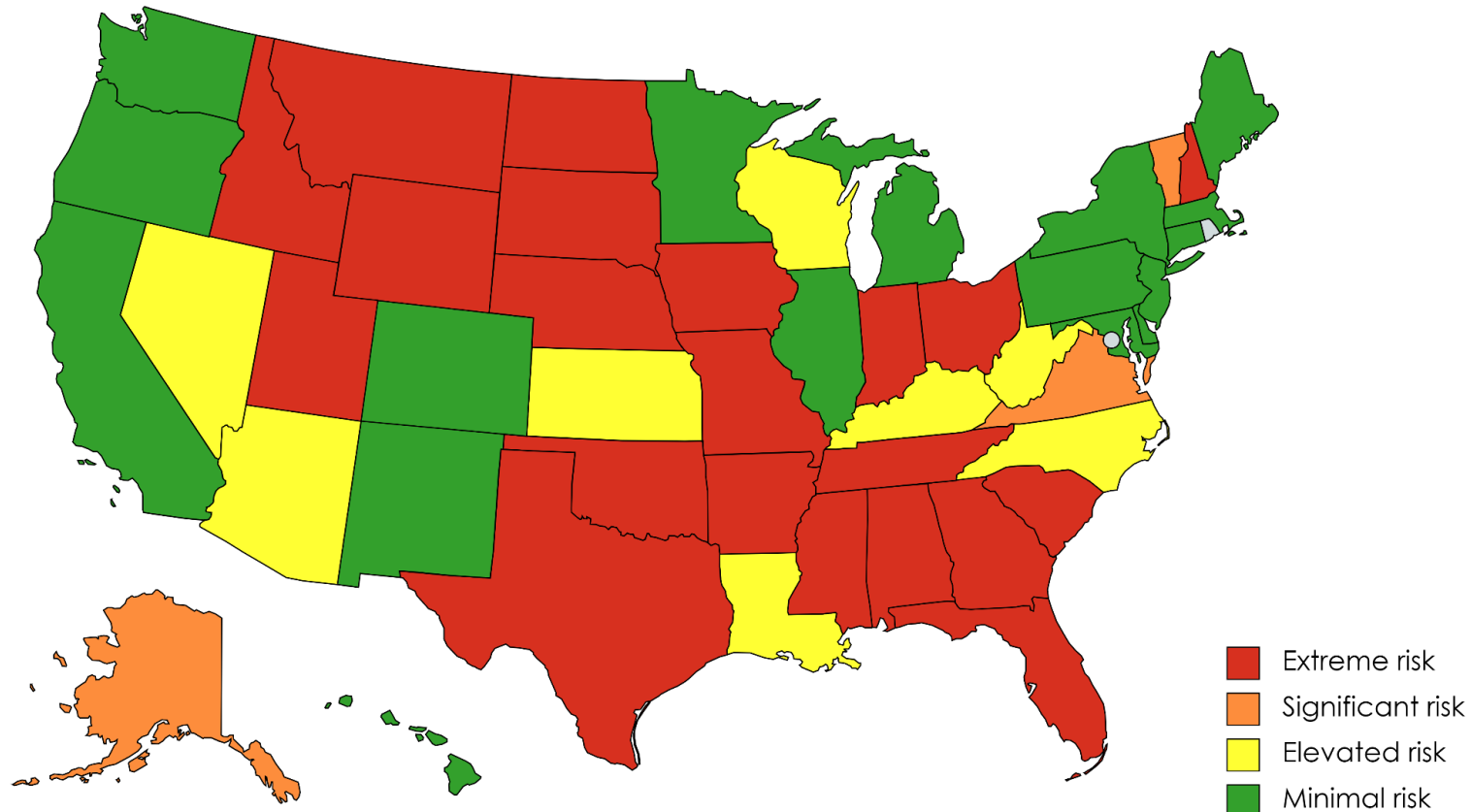
1. Describe the current national and sociopolitical landscape for DEIA efforts
2. Describe the ecological model and how it applies to sustaining DEAI efforts
3. Explain the DEAI stage of maturity at your college of pharmacy
4. List examples of how to operationalize (strategies and tactics) to sustain DEIA work

Background Information

As of July 2023, there have been 40 bills introduced in 22 states, aimed at prohibiting colleges from

- “having diversity, equity, or inclusion offices of staff;
 - ban mandatory diversity training;
 - prohibit institutions from using diversity statements in hiring and promotion,
 - or prohibit colleges from using race, sex, color, ethnicity, or national origin in admissions or employment.”
- 7 have been signed into law*
 - What current efforts across College of Pharmacy look like

Risk Level by State

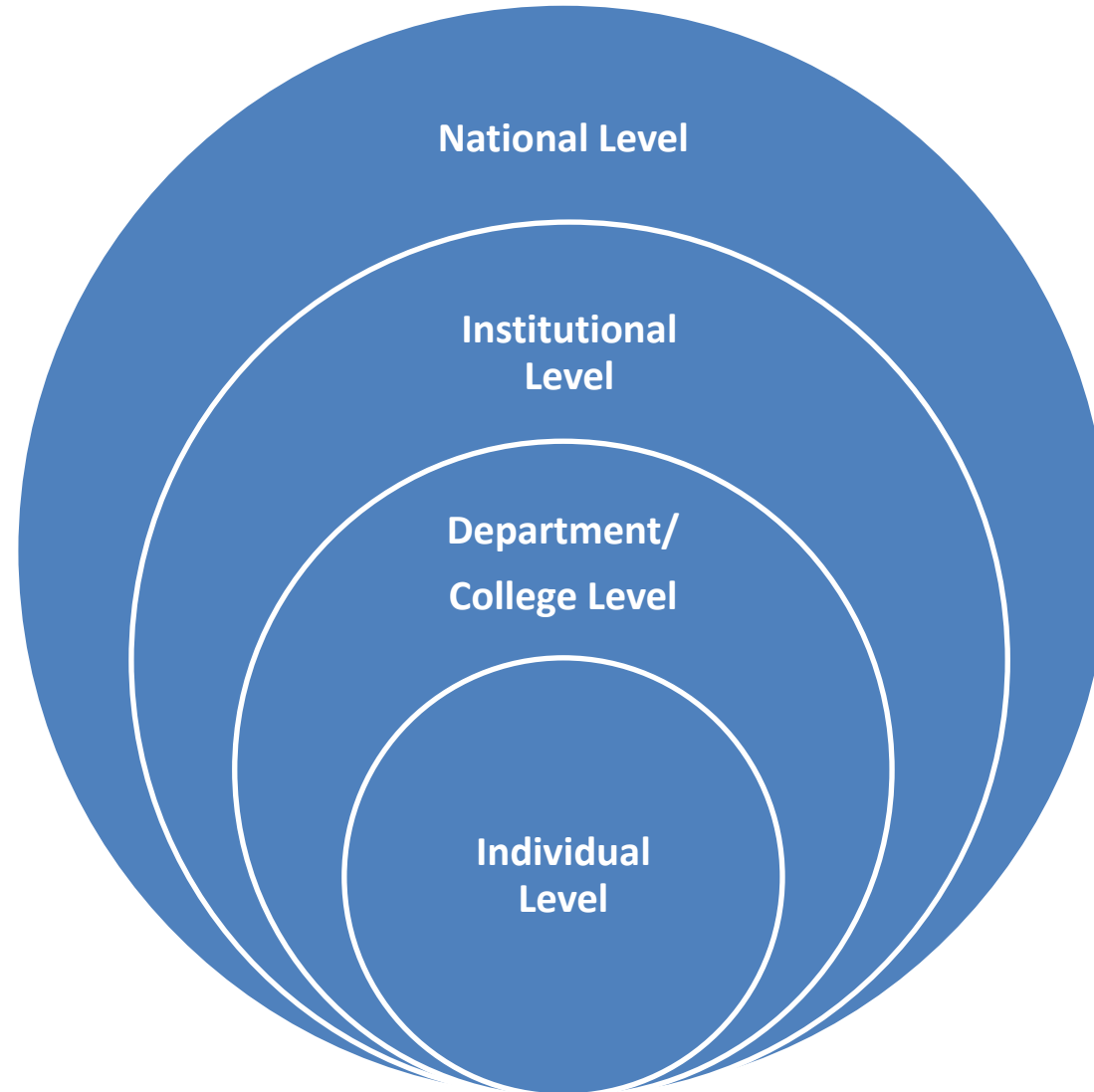


Gauging DEIA Infrastructure at your Institution

- Click on the link to the padlet in the chat
- Answer the questions in the poll



Ecological Model



The 5 Stages of DEIA Maturity

1 Aware

- DEIA is new to our school/college and we are becoming more aware of its importance

2 Compliant

- Our school/college is focused on compliance with EEOC, ADA, and other legal requirements/

3 Tactical

- DEIA initiatives are connected to parts of our school's efforts (e.g. student organizations, parts of our curriculum)

4 Integrated

- DEIA is a part of everything we do. Our efforts are focused both internally and externally.

5 Sustainable

- We are a model of DEIA best-practices. We are continually adapting and improving to ensure our efforts are strong and evolve over time.

How to Sustain at the Individual Level

- Why it's important to keep going and sustain efforts since 2020
- Bigger picture-knowing the WHY
- Self-study
- Celebrating local and small wins
- Self-care/boundaries

How to Sustain at the College/Department Level

- DEAI committee
 - Subcommittee's-month celebrations, opportunity and belonging award, work with HR to improve recruitment and retention of staff
- Budget
 - Partnering with other departments
 - External funding (alumni, grants, foundations)
- Interested faculty and relationship building
- Students, student groups
 - Student group inviting a guest speaker in
- Shared Book Discussion
- Annual Health Equity Lecture Series

How to Sustain at the Institutional Level

- Across Health Sciences
- DEI Health Pod
- DEI Coalition - Academy Diversity Officers in each of the CSU's
- Connecting with The American Association of University Professors
- Local and national chapters
- University Resource Groups

How to Sustain at the National Level

- SIG's
- Big 10 Collaborative
- Attending national conferences
 - National Conference on Race and Ethnicity (NCORE), National Association of Diversity Officers in Higher Education (NADOHE)
 - AACCP annual conference and AACCP EDI
- Other Science/Biomedical conferences
 - Advancing Chicanos/Hispanics & Native Americans in Science (SACNAS), Annual Biomedical Research Conference for Minoritized Scientists (ABRCMS), National Hispanic Science Network Conference

Concrete Examples of DEIA Initiatives/Practices

- On the padlet, provide concrete examples of DEIA work based on the following categories: curricular, strategic priorities, policies, initiatives, research
- On the bottom right corner of the padlet use the yellow + button and select “add post.”
- You can type in your idea and click “publish.”
- Once it’s published, you can select the three dots and use “connect to” a post and choose which category to connect to.



Questions



References

Are colleges doing enough to nurture inclusivity and ensure safety in the face of rising violence and religious discrimination? Bridging Divides and Protecting Students Review of Title VI Policy | Nursing Program's Holistic Admissions Process | Supporting First-Generation Student Success. (n.d.). Retrieved January 2, 2024, from <https://www.insightintodiversity.com/wp-content/media/issues/januaryfebruary2024.pdf>

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