

# 2024 Equity, Diversity, and Inclusion (EDI) Institute

Focusing on Policies and Professional Development at Your School of Pharmacy

*Co-hosted by:*

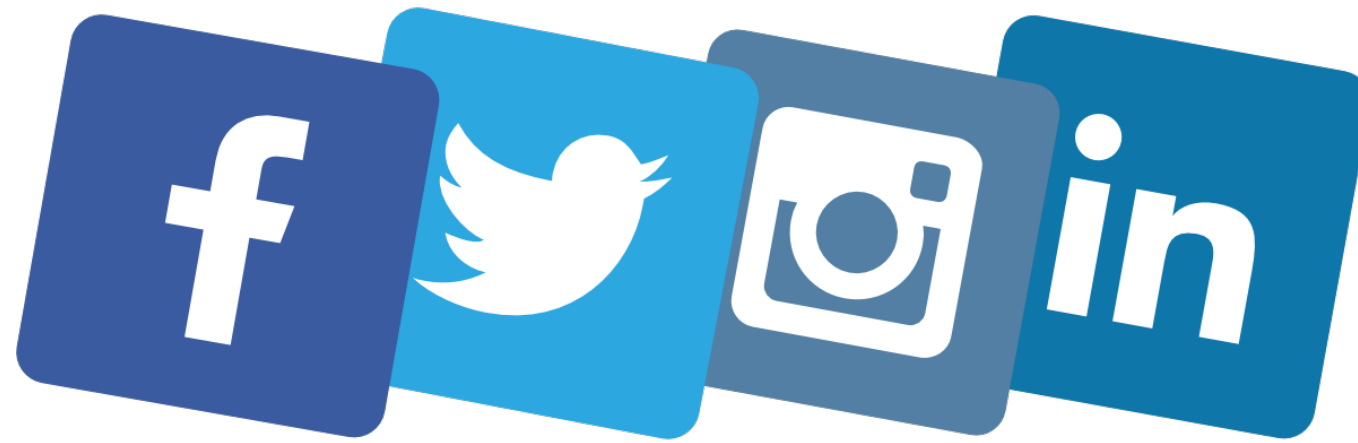
*American Association of Colleges of Pharmacy  
University of Mississippi*

# Acknowledgements

- AACP Staff
- Institute Planning Committee Members
  - **Seena Haines**, Pharm.D., University of Mississippi
  - **Sally Arif**, Pharm.D., Midwestern University
  - **Mario Brown**, Ph.D., University of Pittsburgh
  - **Miriam Purnell**, Pharm.D., University of Maryland Eastern Shore
  - **Alex Mills**, Pharm.D., University of Mississippi
  - **Regina McClinton**, Ph.D., University of Michigan
  - **Carla White**, B.S., University of North Carolina
  - **Candelaria Morales**, B.A., AACP
  - **Danielle Stubbs**, M.Ed., AACP
  - **Sarah Shrader**, Pharm.D., AACP
  - **Miranda Steinkopf**, Pharm.D., AACP
  - **Kabas Abou Jahjah**, Pharm.D., AACP
  - **Malaika Turner**, Ph.D., Howard University

Please be active on social media to increase engagement in the pharmacy community!

@AACPharmacy #AACPED1



# Technical Housekeeping

- Closed captions are available in all sessions except breakouts.
- The recordings and caption transcripts will be available on the Institute webpage in February.
- Continuing Education credits will be provided after most sessions.
  - You must attend live to receive the credits
  - The speakers will share an access code and you will receive an email after the Institute from AACCP/Dorothy Novilus with further instructions.

# Zoom Etiquette

- Include your first & last name
- We invite you to include your pronouns
- We encourage having your camera on (especially during the active-learning exercises and team times)

# Learning Objectives



**Appraise institutional relevant policies for necessary amendments that reflect the SCOTUS affirmative action ruling and other related areas**



**Apply self-care practices which support the DEI practitioner from the lens of the individual (self-development), team and organization leadership and allies**



**Compare and contrast recruitment and retention strategies to advocate for diverse learner and faculty needs**



**Design DEI professional development offerings that align best with learners' experiences**



**Develop policies and strategies that promote DEI to take back to your home institution**

# Overview of Team Time

- Purpose: Networking, discussion, application, and curriculum/assessment activity and plan developed
- Mixed Team Time
  - Assigned team number on webpage
  - Mixed team handout on webpage
  - Meet 1x/day on Day 1 and 2x/day Day 2
- Home Team Time
  - Assigned team name on webpage
  - Home team handout on webpage
  - Meet 1x/day on Day 1 and Day 2
  - Day 3 present curriculum/assessment activity to others for feedback and consulting

# The Basic Assumption™

We believe that everyone participating in activities at the AACCP EDI Institute is intelligent, capable, cares about doing their best, and wants to improve.©

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# Aspire Ground Rules

- **A**ssume good intent
  - Lead with curiosity and not judgement
  - Intent vs. impact (we want to align both)
- **S**peak one at a time
  - Monitor your “airtime”
- **P**articipate (make space/take space)
  - Be fully present
- Use **I** statements
- **R**espect confidentiality
  - Create a safe environment
- **E**scuchar (to listen), Empathy
  - Create and model vulnerability

# Finding your WHY for Enhancing EDI Efforts in Pharmacy Education

**Saba Saeidi Rizi**, *student at Howard University*

**Kyshona Dunn**, *student at Midwestern University*

**Amanda Storyward**, *faculty at University of North Carolina*

**Tonja Woods**, *faculty at University of Wyoming*

**Kevin Astle**, *University of San Francisco (moderator)*

# Mixed Team Time #1



Reconvene at 12:10 PM ET. There will be a 5 minute warning and a 60 second countdown as breakout rooms are closing

# Breakout Instructions

How to Join the Session of Your Choosing:

1. Click **Breakout Rooms** ■■ in your meeting controls
2. This will display the list of open breakout rooms
3. Hover your pointer over the number to the right of the breakout room you wish to join
4. Click **Join**, then confirm by clicking join

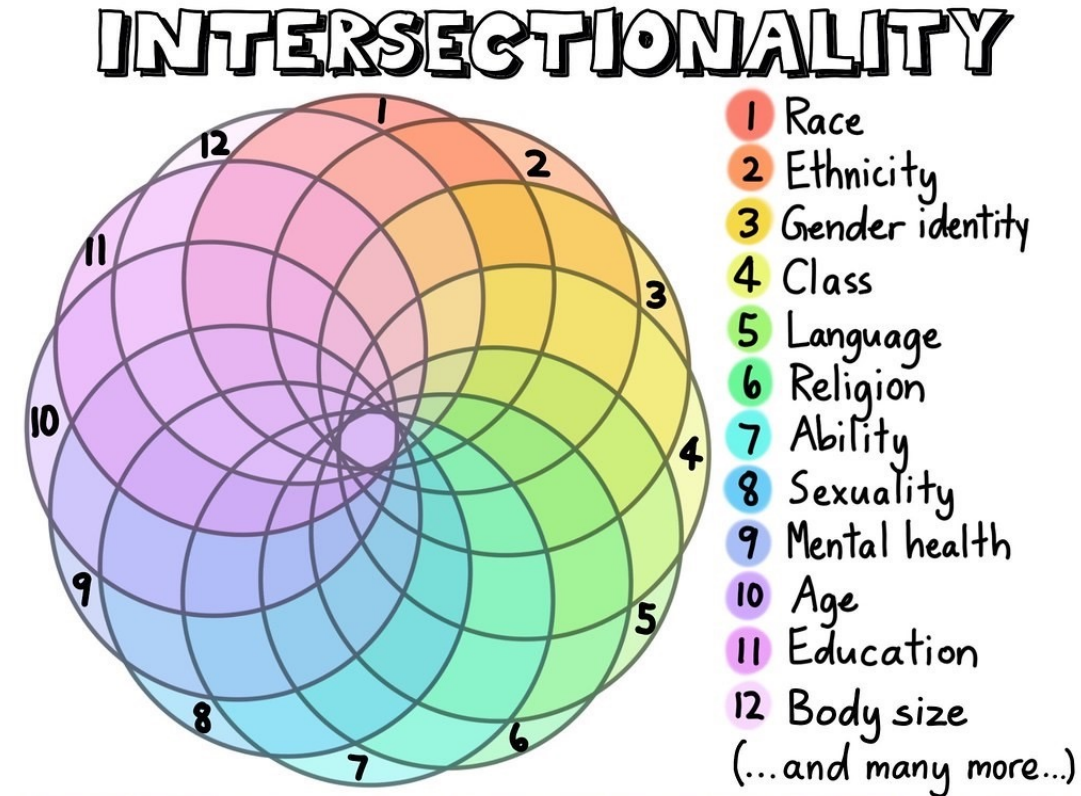
**Note:** if you are not using the latest version of zoom, you may not be able to self-select a breakout room. Please wait and raise your hand and the host will move you manually after the breakouts have started.

# Breakout Instructions

- Go to the Mixed Team Assignments link on institute webpage and find your name (Ctrl+F), note your team's number
- Go to the Mixed Team Prompts Handout link on webpage use this to go through Team Time #1 activities
- Select your Mixed Team Breakout group now

# Introductions and Icebreaker

- Please introduce yourself (name, title, and affiliation). We invite you to use the social location model
  - A social location is a combination of factors including pronouns, gender, race, social class, age, ability, religion, sexual orientation, education, etc.
  - Social locations (aka our diversity thumbprint) shape how we see the world, our access to privilege, places of marginalization, where our biases may lay, and how we may engage in DEI work.
  - If you have a story behind your name, please share
- Share one thing that you are most proud of about EDI efforts at your school and one thing that your school can improve on



Intersectionality is a lens through which you can see where power comes and collides, where it locks and intersects. It is the acknowledgement that everyone has their own unique experiences of discrimination and privilege.

– Kimberlé Crenshaw –

@sylviaaduckworth

# Meal and Screen Break

*Please turn off video and mute*

*Return promptly at 1:15 PM ET!*



# Meal and Screen Break: Wellness Activities

*Take a moment to refresh.*





# Meditation

Practice a moment of mindfulness.

- Eyes closed
- Follow breath
  - 1 on inhale, 2 on exhale
- Repeat for 10 breaths at a time



# Re-Imagining EDI Work in Light of the SCOTUS Affirmative Action Ruling

**Maya Kobersy**, *University of Michigan*

**Leah Cox**, *University of North Carolina*

**Dominic Cooper**, *University of California San Diego*

**John Allen**, *University of Florida*

**Regina McClinton**, *University of Michigan (moderator)*

# Home Team Time #1



Reconvene at 3:15 PM ET. There will be a 5 minute warning and a 60 second countdown as breakout rooms are closing

# Breakout Instructions

How to Join the Session of Your Choosing:

1. Click **Breakout Rooms** ■■ in your meeting controls
2. This will display the list of open breakout rooms
3. Hover your pointer over the number to the right of the breakout room you wish to join
4. Click **Join**, then confirm by clicking join

**Note:** if you are not using the latest version of zoom, you may not be able to self-select a breakout room. Please wait and raise your hand and the host will move you manually after the breakouts have started.

# Breakout Instructions

- Go to the Home Team Assignments link on webpage and find your name (Ctrl+F), note your team's name if needed
- Go to the Home Team Prompts Handout link on webpage use this to go through Team Time #1 activities
- Select your Home Team Breakout group now

# Instructions

- Finding your WHY session:
  - What was the most impactful thing you learned?
  - Think of 3 reasons why this matters at your school
- Re-Imagining EDI Work in Light of the SCOTUS Affirmative Action Ruling session:
  - What was the most impactful thing you learned?
  - Identify 3 potential areas that may need to be revised at your school.
- Brainstorm potential action items about these efforts and identify the top 3 priorities

# Self-Care to Support EDI Practitioners

Track 1:  
Those who  
lead this work

Track 2:  
Those who  
support the  
work

**Chandler Golden,** *Virginia Commonwealth University*

**Poornima Luthra,** *TalentED*

**Glenn Schumock,** *University of Illinois Chicago*

# Facilitated Reflection Time

- 3-2-1 Activity
  - Write down 3 take-home points and why they were so important to you
  - 2 things you learned or need to look more into
  - 1 thing that you won't forget



# Wrap-up Day 1

- Thank you for a great day!
- Brief overview of Day 2
  - Prompt 10:00 AM ET start time

# Day 2

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# Welcome to Day 2!

- Reflections
- Questions
- Plan for the day

# Foundational Considerations for Inclusive Recruitment and Retention Strategy and Policy Development

Track 1:  
Student  
recruitment &  
retention

Track 2:  
Faculty/staff  
recruitment &  
retention

**Wilena Oldperson,** *University of Montana*

**Z Tenney,** *The Ohio State University*

# Idea 8 Instructions

**Generate a lot of EDI in retention ideas in a short amount of time. Eight ideas in 8 minutes!**

- Get a full sheet of paper and along left number 1-8 (space it out)
- You have 1 minute to flush out 1 idea! Keep thinking and writing for the whole minute about that idea
- A verbal cue will be provided when time is up and you move to the next number to repeat for another min, etc. x 8 minutes

# Mixed Team Time #2



Reconvene at 12:15 PM ET. There will be a 5 minute warning and a 60 second countdown as breakout rooms are closing

# Meal and Screen Break

*Please turn off video and mute*

*Return promptly at 1:15 PM ET!*



# Meal and Screen Break: Wellness Activities

*Take a moment to refresh.*





# Chair Yoga

3 Exercises to do right from your seat!

1. Extend both arms above head, clasp hands, lean side to side
2. Ankle over opposite leg, lean forward
  1. Repeat on both sides
3. Extend one arm forward, pull fingers back other hand



# Leading EDI Professional Development at Your School of Pharmacy

Track 1: How to start EDI professional development

Track 2: How to keep momentum and navigate resistance for EDI professional development

**Sally Arif**, *Midwestern University*

**Lisa Imhoff**, *University of Wisconsin–Madison*

**Tonia Guida**, *The University of Texas at Austin*

# Screen Break

*Please turn off video and mute*

*Return promptly at 2:45 PM ET!*

# Screen Break: Wellness Activities

*Take a moment to refresh.*



# Box Breathing

Deep breathing technique on counts of four.

- Breathe In for 4
- Hold for 4
- Out for 4
- Hold for 4
- Repeat



# Idea 8 Instructions

**Generate a lot of professional development ideas in a short amount of time. Eight ideas in 8 minutes!**

- Get a full sheet of paper and along left number 1-8 (space it out)
- You have 1 minute to flush out 1 idea! Keep thinking and writing for the whole minute about that idea
- A verbal cue will be provided when time is up and you move to the next number to repeat for another min, etc. x 8 minutes

# Mixed Team Time #3



Reconvene at 3:30 PM ET. There will be a 5 minute warning and a 60 second countdown as breakout rooms are closing

# Home Team Instructions

## **Debrief with the team and begin to prioritize ideas**

- What is the most impactful thing you have learned today?
- Identify top 3 ideas to implement at your school
- Brainstorm and prioritize top 3 ideas
- Combine prioritized brainstorming list from these 2 days. Identify ideas to present during troika activity
- Begin filling out action plan



# Home Team Time #2



Reconvene at 4:45 PM ET. There will be a 5 minute warning and a 60 second countdown as breakout rooms are closing

# Wrap-up Day 2

# Day 3

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# Home Team Time #3



10 minutes to determine your plan for the upcoming Troika Activity

- Will each person on your team present a different idea? (Divide and Conquer)
- Will you all present the same idea? (Multi-Perspective)

# Troika Consulting on EDI Plan



*Get practical help from colleagues to enhance your EDI plans prior to implementation*

Assigned random breakout group with a total of 3 people

- 3 Rounds → Each round takes 15 minutes → Roles rotate each round
- **Introductions and assign roles for round 1, after that round is complete rotate roles (the goal is to have everyone be the client and present their idea one time)**
  1. **Client:** Describe ONE item from your EDI plan, and specifically highlight areas where you would like consultation (3 min)
  2. **Consultants:** Ask client a few clarifying questions (1-2 min)
  3. **Client:** At this point mute yourself, shut off camera, **LISTEN** and take notes
  4. **Consultants:** Start brainstorming and discussing the activity, give constructive comments, feedback to make it better, etc. **Do not limit your ideas!** (7 min)
  5. **Client:** Recap what you heard (3 min)
  6. Rotate roles and repeat for two more rounds!
  7. Come back to main room at 11:30 AM EST.

# Home Team Time #3



~20-30 minutes to share your feedback from Troika

- Finalize action plan
- Schedule next steps to implement at your institution

# Screen Break

*Please turn off video and mute*

*Return promptly at 11:45AM ET!*

# Screen Break: Wellness Activities

*Take a moment to refresh.*





# Keynote: The Importance of Equity, Diversity, and Inclusion at Your College of Pharmacy

**Karla Aghedo**, *Houston Wellness Workshops for Women*

# Thank You!

- Please complete the survey when you close this Zoom to provide feedback.
- Contact Dorothy Novilus (dnovilus@aacp.org) for any questions regarding CE credits