TONIA GUIDA 12/19/2023

# AACP EDI Institute Part 2

**Research Group Investigating the Impact of DEI Initiatives on Pharmacy Workforce and Pharmacy Practice Productivity/Innovations**

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**DEAI Service Work**

Faculty and staff participate in an annual service project.

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**Promote student and graduate success outcomes (students from underrepresented groups securing health care informatics residencies/fellowships/jobs) through media/marketing/etc. and then we highlight those graduates for our current students by welcoming them back in our health informatics classes as guest speakers/mentors/etc.**

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**Community Service work by students for underrepresented populations**

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**Community of Practice for Inclusive Teaching**

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**Community events**

The University as a whole has an event every year where we gather and share foods and play different music. I haven't seen anything posted yet from SSPPS just yet. I'm excited though.

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**College-Level DEI Initiative Grant**

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**Having summer camps with students from surrounding high schools**

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🔗 **Community engagement with our student organizations (i.e. SNPhA)**

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🔗 **Cultural competency course; integration of more inclusive and diverse patient cases throughout curriculum**

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🔗 **Dedicated courses on special populations that have historically not been spoken about (i.e. previously incarcerated individuals, disabled person, LGTBQIA+ populations)**

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🔗 **Activities that reflect diverse backgrounds and experiences in a classroom setting (Queer experiences for one)**

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🔗 **Specifically recognize and reward EDI related work for annual evaluation and P&T**

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🔗 **expanding summer outreach programs**

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🔗 **Formation of an EDI Scholars group for students, focused on attending this conference and gaining experience and knowledge in this work.**

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🔗 **staff mentoring program**

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**SDoH and DEI Curriculum Mapping**

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**Improv skill development**

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**Promotion and Tenure**
Asking faculty to talk about DEI
efforts as part of annual reviews

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**Review of all policies for inclusion and equity.**

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**faculty recruitment**

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**Classroom climate**

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**student recruitment**

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**staff recruitment**

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**hiring**

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**Pedagogical strategies**

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**professional development**

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**What are some examples of research DEAI efforts happening at your own institution?**

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**DEAI Service work**

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**Promotion and tenure**

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**community stakeholder engagement**

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**What are some concrete examples of other DEAI activities, initiatives, etc. happening at your own institution?**

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🔗 **What are some concrete examples of DEAI strategic priorities happening at your own institution?**

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🔗 **What are some concrete examples of policy-related DEAI work happening at your own institution?**

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🔗 **What are some concrete examples of curricular DEAI work happening at your own institution?**

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