Development of a Diversity, Equity, Inclusion, and Accessibility Strategic Plan at a College of Pharmacy

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Background

- The Accreditation Council for Pharmacy Education (ACPE) 2016 standards include specific elements of cultural sensitivity and awareness which:
  - Assist in preparing students to work with patients of diverse backgrounds
  - Advocates for an admissions process which selects a “qualified and diverse student body.”
- The American Council on Education’s “Race and Ethnicity in Higher Education” 2019 Status Report reflects a continued need for diversity-related considerations in students as well as faculty.

Methods

- Advocates for Diversity ad hoc Committee established
- Members attended AACP DE&I institute 2021 and 2022 and drafted strategic plan
- Plan shared with faculty divisions and staff, workshop to gather and incorporate feedback
- Feedback obtained from student body
- Final approval and adoption by College community in 2022

Results

- Objective I: Foster a learning, living, and working environment that reflects the university’s foundational principles of diversity, equity, inclusion, dignity, accessibility, and respect

- Objective II: Attract, retain, and graduate academically prepared students who reflect a wide range of diversity

- Objective III: Attract, retain, and promote historically underrepresented faculty, staff, and residents

- Objective IV: Implement a comprehensive, integrated, college-wide system of accountability and assessment that will evaluate and quantify institutional performance in relation to these goals at all levels

Conclusions

JLWCOP is dedicated to the promotion of diversity, equity, inclusion and accessibility as part of our core values. The strategic plan provides a framework for integrating these values across the continuum and maintains accountability. The college continues to work toward a culture that values unique backgrounds and where we can work, learn, grow and thrive in a safe supportive environment.

Disclosures

The authors have no actual or potential conflict of interest, financial or otherwise, in relation to this presentation.