

# A Statewide Professional Pharmacy Organization's Approach to Raising Awareness of Diversity, Equity, and Inclusion in Pharmacy

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## Problem

- The year 2020 has been a year that has brought widespread attention to issues surrounding diversity, equity, and inclusion (DEI), especially in healthcare.
- A 2020 article in the Chicago Tribune cited a 2003 report from the Institute of Medicine that “while most health care providers find prejudice “morally abhorrent,” they may not recognize how implicit prejudice shows up in their own behavior”<sup>1</sup>
- Several members of Illinois Council of Health-System Pharmacists (ICHP) expressed interest in learning more about systemic racism within the pharmacy profession.

## Purpose

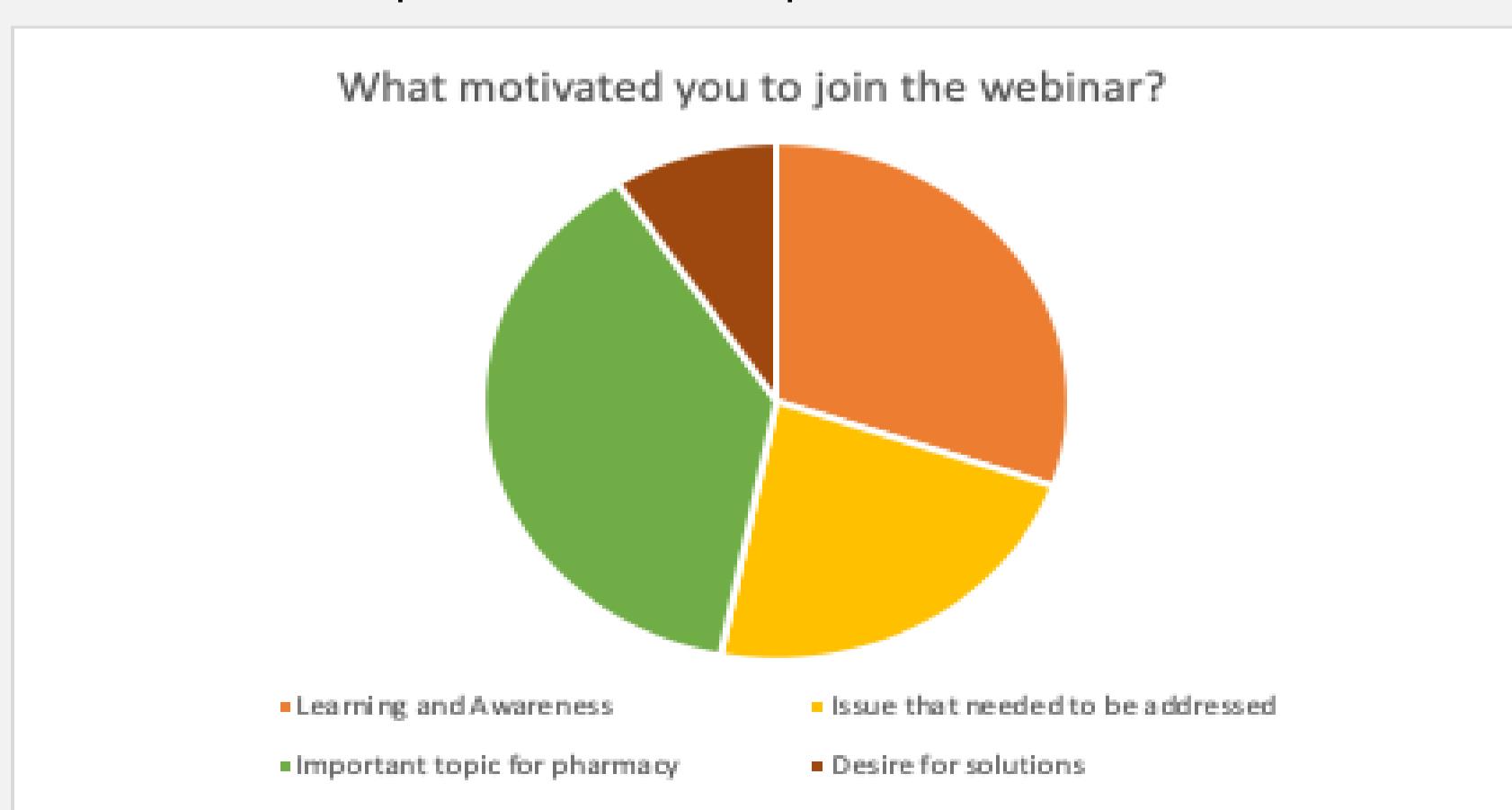
- The aim of this observational experience was to discuss ways in which we could potentially raise awareness and improve practices to mitigate issues regarding diversity, equity, and inclusion within the profession of Pharmacy and in healthcare across the board.

## Methods

- We conducted three one hour, panel led webinars over a three month period that focused on the topic of Diversity, Equity and Inclusion.
- After a rigorous application process, which included writing a brief essay, the diverse panel of ICHP members were chosen to participate and lead the panel discussion.
- Each session consisted of five elements:
  - Icebreakers- which included surveys used to gauge interest and plan future sessions
  - A brief review of the current state of the focus topic
  - Breakout activities
  - Panel discussion
  - Wrap-up discussion.
- After the first two sessions, surveys were sent out to participants.

## Results

- A total of 84 members registered for the webinar series.
- Registrants were encouraged to attend all three sessions in the series; however, new registrants were allowed over the course of the series.
- The number of participants varied from session to session.
  - Session 1: greater than 50 participants
  - Session 2: averaged around 30 participants
  - Session 3: averaged around 30 participants
- Post session surveys allowed us to receive feedback and context that would aid in planning future activities regarding DEI
  - 16 participants completed the first post session survey
  - 13 participants completed the second post session survey
- The most common themes that were addressed in the free text post survey answers were:
  - The majority of participants thought this webinar was an important topic for the pharmacy profession and would like to participate in future DEI activities.
  - Many were interested in learning more and gaining a deeper understanding about DEI from both a personal and professional standpoint.



## Results

### Suggestions for future DEI webinars



## Conclusions

- The webinar series successfully promoted awareness and discussed ways to incorporate more diversity, equity, and inclusion within the pharmacy profession and healthcare industry overall.
- This observational study did not collect any true data from the surveys and follow-up activities in order to protect privacy and to create a safe space for members to actively participate and share experiences.
- Educational resources regarding DEI in the form of scholarly articles, videos, and hands on activities have been shared with participants as well as being posted on the ICHP website.
- There was a large interest in facilitating future DEI related activities and incorporating DEI topics into other educational activities.
- This observational study offers one approach to introducing DEI conversations and activities to a professional organization that can be applied to pharmacy departments.

## References

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