

SOUTHERN ILLINOIS UNIVERSITY EDWARDSVILLE
SCHOOL OF PHARMACY DIVERSITY, EQUITY AND
INCLUSION STRATEGIC PLAN (2021-2024)



The SIUE School of Pharmacy values the unique qualities of individuals and is deeply committed to cultivating an environment where diversity, equity and inclusion are woven into the fabric of our being. In serving out our mission to prepare pharmacy professionals, scholars and leaders to improve the health and well-being of our region and beyond, we must be imaginative in thought, bold in our actions, and creative in finding solutions not just for today but for the future. We strive to embrace a culture where individuals can both celebrate and contribute their authentic whole self to these efforts while furthering our capacity to excel and innovate through the varied lenses of diverse backgrounds, thoughts, experiences, and expertise. The ultimate goal is to practice and model diversity, equity and inclusion so that our faculty, staff, and students prosper in an environment where every voice is valued. As we stretch our understanding of each other's experiences, innovations can arise to advance pharmacy education and solve the healthcare needs of our global community.

Mark S. Luer, Pharm.D., FCCP
Dean, SIUE School of Pharmacy

SIUE is a nationally recognized university that provides students with a high-quality, affordable education that prepares them for successful careers and lives of purpose to shape a changing world. Built on the foundation of a broad-based, high-quality education, and enhanced by hands-on research and real-world experiences, the academic preparation SIUE students receive equips them to thrive in the global marketplace and make our communities better places to live. The mission of the university is that SIUE is a student-centered educational community dedicated to communicating, expanding and integrating knowledge. In a spirit of collaboration enriched by diverse ideas, our comprehensive and unique array of undergraduate and graduate programs develops professionals, scholars and leaders who shape a changing world. The vision of the university is that SIUE will achieve greater national and global recognition and academic prominence through innovative and interdisciplinary programs that empower individuals to achieve their full potential. Values of the university include:

Citizenship

- Social, civic and political responsibility — globally, nationally, locally, and within the University

- Active partnerships and a climate of collaboration and cooperation among students, faculty, staff, alumni and the larger community
- Sustainable practices in environmental, financial and social endeavors

Excellence

- High-quality learning within and beyond the classroom
- Continuous improvement and innovation
- Outstanding scholarship and public service

Inclusion

- *A welcoming and supportive environment*
- *Openness to the rich diversity of humankind in all aspects of university life*
- *Respect for individuals, differences, and cultures*
- *Intellectual freedom and diversity of thought*

Integrity

- Accountability to those we serve and from whom we receive support
- Honesty in our communications and in our actions

Wisdom

- Creation, preservation, and sharing of knowledge
- Application of knowledge in a manner that promotes the common good
- Life-long learning

Diversity and Inclusion points of pride for SIUE include:

- SIUE received the 2019 Higher Education Excellence in Diversity (HEED) award from *INSIGHT Into Diversity* magazine, the oldest and largest diversity-focused publication in higher education. SIUE joins a select group of 33 institutions that have earned the distinction for at least seven consecutive years.
- SIUE is one of 62 university campuses in the world and the only public institution in Illinois to be part of the Sustained Dialogue Campus Network (SDCN) which helps university faculty, staff and students address issues of race, ethnicity, class, gender, sexual orientation, religion, age, ability status and other topics that often are not effectively discussed in diverse groups. SDCN leaders learn to build more cohesive, engaged and diverse campus communities.
- The University's LGBTQ-Friendly Campus Climate index and Sexual Orientation scores are 4.5 out of 5 stars. SIUE's Gender Identity/Expression score is 4 out of 5 stars.
- SIUE is home to nearly 400 international students from 57 nations.

The Southern Illinois University Edwardsville School of Pharmacy is the only pharmacy school in Southern Illinois and is housed in the St. Louis metropolitan region. The mission of the school is that it is an interdisciplinary educational community dedicated to the preparation of pharmacy professionals, scholars and leaders to improve the health and well-being of the region and beyond. The vision of the school is SIUE School of Pharmacy will be a national model for exceptional pharmacy education, patient-centered care and innovative research. The goals of the SIUE School of Pharmacy are to:

- Advance innovative education, service and scholarship programs
- Promote faculty and staff development and support

- Foster prospective pharmacy students
- Expand and support professional growth of students and alumni
- **Cultivate diversity and inclusiveness**
- Identify, develop and sustain external relations and financial support

The SIUE School of Pharmacy has embraced the **values of SIUE**: Citizenship, Excellence, Inclusion, Integrity and Wisdom. Additionally, the SOP has a Director of Diversity, Equity and Inclusion and a functioning Diversity, Equity and Inclusion Committee comprised of committed faculty, staff and students. To meet our goals, embrace our values and to achieve our vision, the School of Pharmacy's 3-year strategic plan (2019-2021) includes a goal (Goal #2) of fostering diversity and inclusiveness. Detailed strategies to address this goal have been determined and approved by the SOP faculty as the SOP Diversity, Equity and Inclusion Strategic Plan.

Goal	Strategies
1. Evaluate and improve the recruitment and retention of underrepresented students.	1. Evaluate current recruitment efforts (target areas of recruitment) in collaboration with the SOP Office of Professional and Student Affairs
	2. Partner with SOP Office of Professional and Student Affairs to increase exposure to more underrepresented students during recruitment events
	3. Pursue relationships with minority-serving institutions
	4. Evaluate impact of summer diversity camp (continuous assessment of participants who pursue pharmacy degree and attend SIUE)
	5. Facilitate continued student mentorship with summer camp participants during high school and undergraduate college
	6. Continue to seek funding opportunities to support scholarships for underrepresented students from grants and organizations
	7. Initiate minority scholarship fund for students funded by alumni
	8. Continue to monitor retention rate of minority students
	9. Establish a mechanism with OPSA to gather student-specific data as to why URM candidates do not accept SOP admission offer
	10. Research best practices in pharmacy and other health disciplines for recruitment / retention of URM
2. Evaluate and improve the recruitment and retention of underrepresented faculty and staff.	1. If positions become available, utilize SIUE's enhanced and improved recruiting process, including hiring policies, the use of equity advisors, mandatory search committee training, and search processes that aim to reach a diverse candidate pool.
	2. Explore the use of the SIUE Strategic Hiring Initiative for faculty and staff candidates.
	3. Perform outreach with pharmacy residents to develop a diversified pool of faculty applicants.
	4. Complete faculty/staff development on DEI topics for the committee; invite university DEI leaders to SOP DEI committee meetings to share other on-campus initiatives for recruitment and retention of URM faculty and staff
	5. Develop a marketing plan to demonstrate the enrichment DEI efforts add to the student experience
3. Evaluate and enhance the climate of the school of pharmacy among faculty, staff and students.	1. Continue to administer climate surveys to current students, faculty and staff every 3 years (last 2019) and evaluate results
	2. Determine a method to assess student response to climate questions earlier in the curriculum for a more proactive approach

	<ol style="list-style-type: none"> 3. Continue to include questions about the climate of inclusion on SOP exit survey and monitor trends in data 4. Expand current school-wide annual diversity events (e.g. SOP Diversity Thanksgiving Potluck) and create new school-wide annual diversity events in collaboration with other school initiatives 5. Maintain Diversity and Inclusion page on SIUE SOP website to include monthly highlights of our DEI initiatives 6. Encourage faculty and staff to attend DEI educational sessions and events on campus (e.g. Safe Zone training, diversity workshops, etc.) 7. Explore and implement methods to solicit documentation of diversity and inclusion activities and contributions (i.e. teaching-curricular and co-curricular, scholarship and service) on annual performance reviews of administration and faculty 8. Add statement of Diversity, Equity, and Inclusion to all SOP course syllabi 9. Create anti-discrimination statement for Experiential education and make available to preceptors and students 10. Identify and provide faculty development opportunities focusing on patient populations that include non-gender conforming / transgender patient populations 11. Develop SOP affinity groups amongst groups of underrepresented, underserved, or bias-encountering communities to meet and share experiences. Sessions should be moderated by a trained individual (possible collaboration with counseling services). Identify ways to maximize safe-space protection for students involved. 12. Expand the SOP DEI Committee to include additional members (possibly SOP leadership, preceptor, alumni, graduate student)
<p>4. Evaluate and improve diversity and inclusiveness education in the curriculum.</p>	<ol style="list-style-type: none"> 1. Assess what is currently being taught in the curriculum related to cultural diversity (e.g. didactic, OSCEs). Examples of opportunities for inclusion are patient cases, examples used in class, standardized patients, etc. 2. Identify additional points of access for student engagement with diverse populations (i.e. experiential education and co-curricular activities) 3. Pursue grant(s) funding to bring in external speakers on DEI topics. 4. Create and/or identify DEI preceptor development opportunities and make these available for SIUE-SOP preceptors.

	5. Implement more diverse patient encounters in pharmacy skills lab. Enable students to practice in slightly uncomfortable scenarios (example, practice talking to a patient using they/them pronouns or individuals of various gender identities)
	6. Assess the current therapeutics sequence to determine if any topics highlighting sex/gender considerations and not making assumptions about the correctness of the therapy without gathering information exist and if there are opportunities for expansion if necessary
	7. Recommend adding discussion to introductory therapeutics about race as a risk factor, using literature support