Abstract

Purpose: To identify the primary considerations and main barriers within the establishment of LGBTQIA+ inclusive environments in the setting of schools of pharmacy.

Introduction/Background: Best practices for engaging and supporting students who identify as LGBTQIA+ within schools of pharmacy are not widely discussed within pharmacy academia literature. Using the recent implementation of SIUE SOP's Student Affinity Groups to form initial recommendations, guidance for creating an LGBTQIA+ inclusive environment was framed within three main categories of student community-building, curricular design, and facility infrastructure. In order to create recommendations for the curricular component, a comprehensive literature review was performed to understand the approaches that schools of pharmacy have taken to incorporate LGBTQIA+ curricular topics into their pharmacy education.

Methods/Results: Interview requests were submitted to seven students who had been involved in the newly implemented SIUE SOP LGBTQIA+ Student Affinity Group as well as seven assorted faculty, staff, and administrative members within the SIUE system that were deemed to fulfill key roles in the establishment and subsequent maintenance of inclusive environments. Upon completion of interviews, primary trends were identified from discussion and compiled into student and facility results, further subcategorized as generalizable to national schools of pharmacy or facility-specific to SIUE.

Discussion/Conclusion: Several trends of note were the varied knowledge of resources available, varied perceptions of identifier visibility, and the value of inclusive environments. Concerns were raised primarily regarding financial and functional barriers in terms of inclusive practices and curriculum. Compartmentalizing the three categories by which to effect change (student community, facility

infrastructure, and curricular design) allows changemakers to identify strengths and deficits unique to their environment and plan accordingly. The authors' intent persists to create a generalizable framework for identifying these strengths and deficits as well as recommendations for ongoing maintenance once a foundation has been laid for a persistent inclusive environment.