

Pharmacy Student Diversity, Equity, and Inclusion Plan

Overview/Purpose

Diversity may exist in many forms including, but not exclusive to disability, religion, race, ethnicity, sexual orientation, gender identity, age, or socioeconomic background. It is important for future healthcare professionals to learn about diverse populations and to value equity and inclusion so they can effectively engage and educate patients from these populations in their respective fields. The purpose of the diversity, equity, and inclusion plan is to ensure that students are given opportunities with particular requirements to achieve these skills. Completion of this plan, along with other course requirements, will allow students to be introduced to diverse populations and and practice values of inclusion and equity in order to address health care disparities.

Outcomes of Diversity, Equity, and Inclusion Plan

The outcomes will be completed through coursework, lectures, discussions, and/or experiential activities in the required components

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Inclusion Plan are assessed summatively through APPE evaluations and formatively through individual portfolios within the CPD course series.

Table 1

Course Name	Course Objective/Experiential Competencies	Outcome Practices
Basic Pharmacy Skills and Applications 1 & 2	(Obj) Recognize and appreciate social determinants of health and advocate to diminish health disparities.	1, 2, 3, 4
Introductory Pharmacy Practice Experience Year 1 Community Practice I	(Comp) Demonstrates an attitude that is respectful of social determinants of health (e.g. cultural, religion, health literacy, literacy, disabilities, and cognitive impairment)	2, 4

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	<p>determinants of health (Obj) Identify barriers to receiving health care that may be experienced by populations at risk for health care disparities (Comp) Demonstrates an attitude that is respectful of social determinants of health (e.g. cultural, religion, health literacy, literacy, disabilities, and cognitive impairment) (Comp) Advocates for the patients' best interest</p>	
<p>Advanced Pharmacy Skills and Applications 1 & 2</p>	<p>(Obj) Recognize and appreciate social determinants of health and advocate to diminish health disparities.</p>	<p>1, 2, 3, 4</p>

Introductory Pharmacy Practice Experience Year 3
 Community Practice II