

Enhancing Our Collegiate Community Through Courageous Engagement

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OBJECTIVE

Fostering an inclusive College of Pharmacy community by living our **values** through awareness, education, and connection by combining the arts and professional development.

METHODS

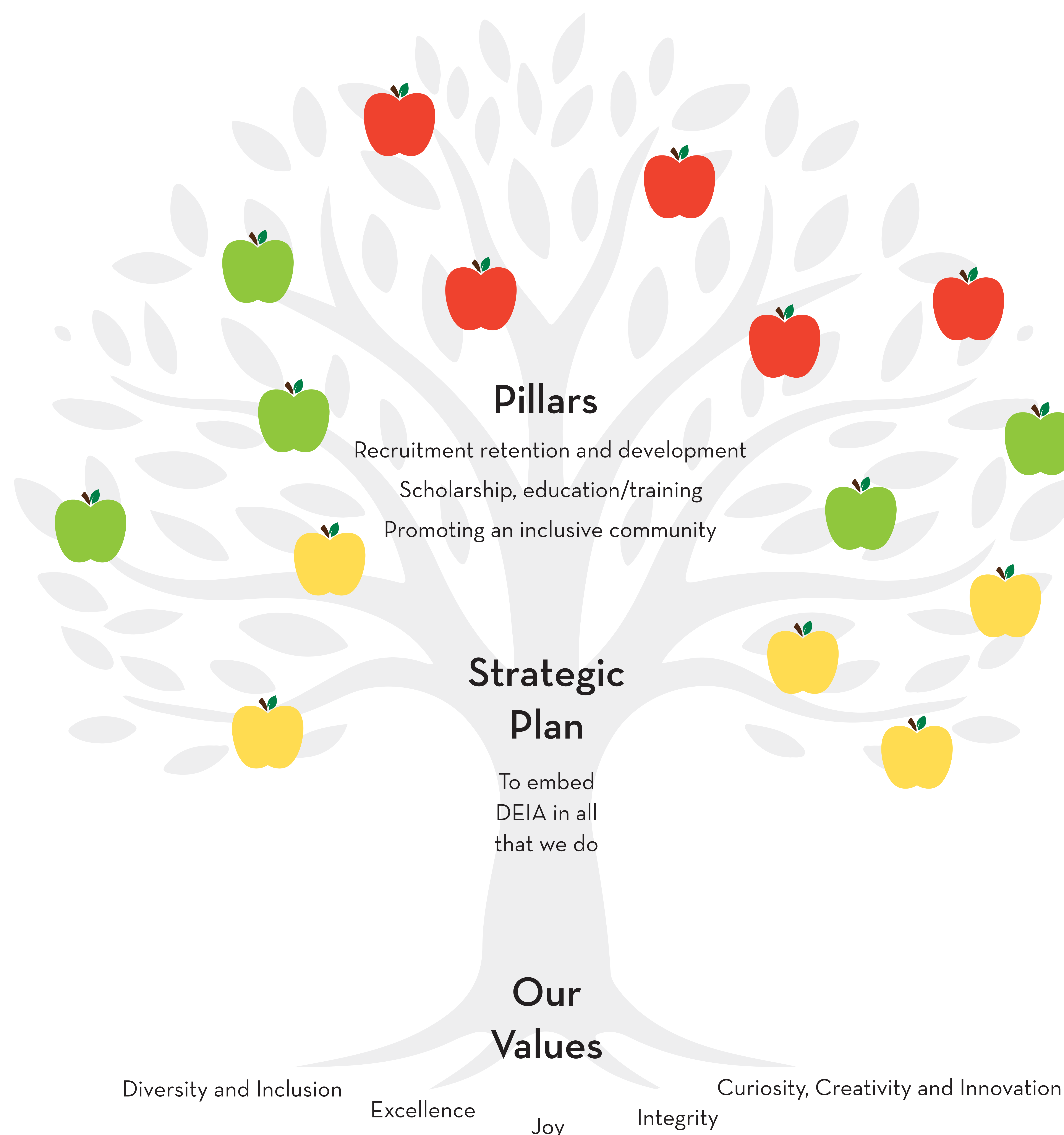
Three Diversity, Equity, Inclusion, Accessibility (DEIA) pillars [recruitment/retention, education/scholarship, and promoting an inclusive community] were included in the 2020-2025 University of Minnesota College of Pharmacy **strategic plan** sub-goal “embedding diversity, equity and inclusion in all that we do”. Interventions were created to encourage faculty and staff to engage and increase exposure to topics aligned with the **three pillars**. Opportunities to engage with DEIA concepts via the arts and professional development were available to all faculty and staff through departmental and college mechanisms. Topics focused on creating and sustaining inclusive environments, belonging, and social justice to ensure that faculty and staff can support students. The Intercultural Development Inventory (IDI) was offered to all faculty and staff to measure intercultural competence and inform development opportunities.

RESULTS

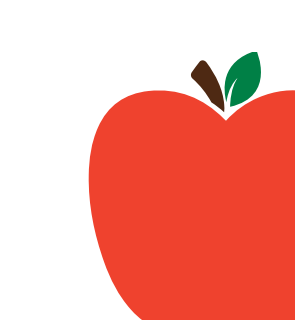
From 2020-2024, interventions included media events, book clubs, film discussions, listening sessions and demonstrations. Seventeen college-led and 10-department-led initiatives took place. Professional development opportunities included college workshops and participation in the university’s DEIA training was encouraged. Over 61% of the staff/faculty completed the IDI and 48.6% of those received a debrief and feedback. Department and College IDI profiles were presented and discussed to encourage collective advancement.

CONCLUSION

College and department led engagement through the arts, coupled with professional development training and courageous conversations can further support and sustain diverse, equitable, inclusive and accessible environments that strengthen faculty and staff success.



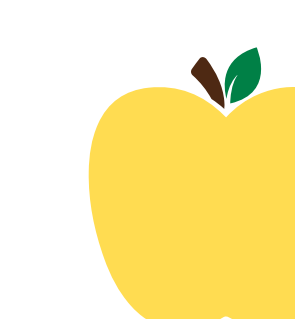
The Fruits of Our Labor: Outcomes by ease of implementation



- Intercultural Development Inventory
- UMN Office for Equity Diversity and Inclusion trainings (8 initiatives)
- UMN Office for Equity Diversity Equity and Diversity Certificate Completion
- DEIA Implementation Taskforce: MNspire curriculum (8-10 members)
- AACP DEIA Institute (3 years, 8-10 people each)



- Professional Development Opportunities
 - Art of cultural differences
 - Bystander Intervention
 - Microaggression
 - Navigating Critical Conversations
 - Implicit Bias
 - How to be an Ally
 - My Role in Equity and Diversity Work
 - Department-led Offerings (10 initiatives)
 - Collegial-led Media Clubs (17 initiatives)



- DEIA Communication
- DEIA self-directed online course Canvas site development (110 participants)
- CEDIA - Committee on Equity Diversity, Inclusion and Accessibility