

# Strengthening the Climate: Comprehensive Diversity, Equity, and Inclusion Initiatives within a College of Pharmacy

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## Background

- The James L Winkle College of Pharmacy (JLWCOP) is committed to the promotion of diversity, equity, and inclusion (DE&I) through:
  - Recruitment and retention of faculty, staff, and students from diverse backgrounds
  - Provision of robust education and promotion of equal and competent care for all through healthcare education and research
- A Diversity Advocates group comprised of voluntary faculty, staff, students, and college administration formed to support initiatives
  - Development and monitoring of DE&I plan within college strategic plan
  - Promoting a comprehensive, integrated, college-wide system of accountability

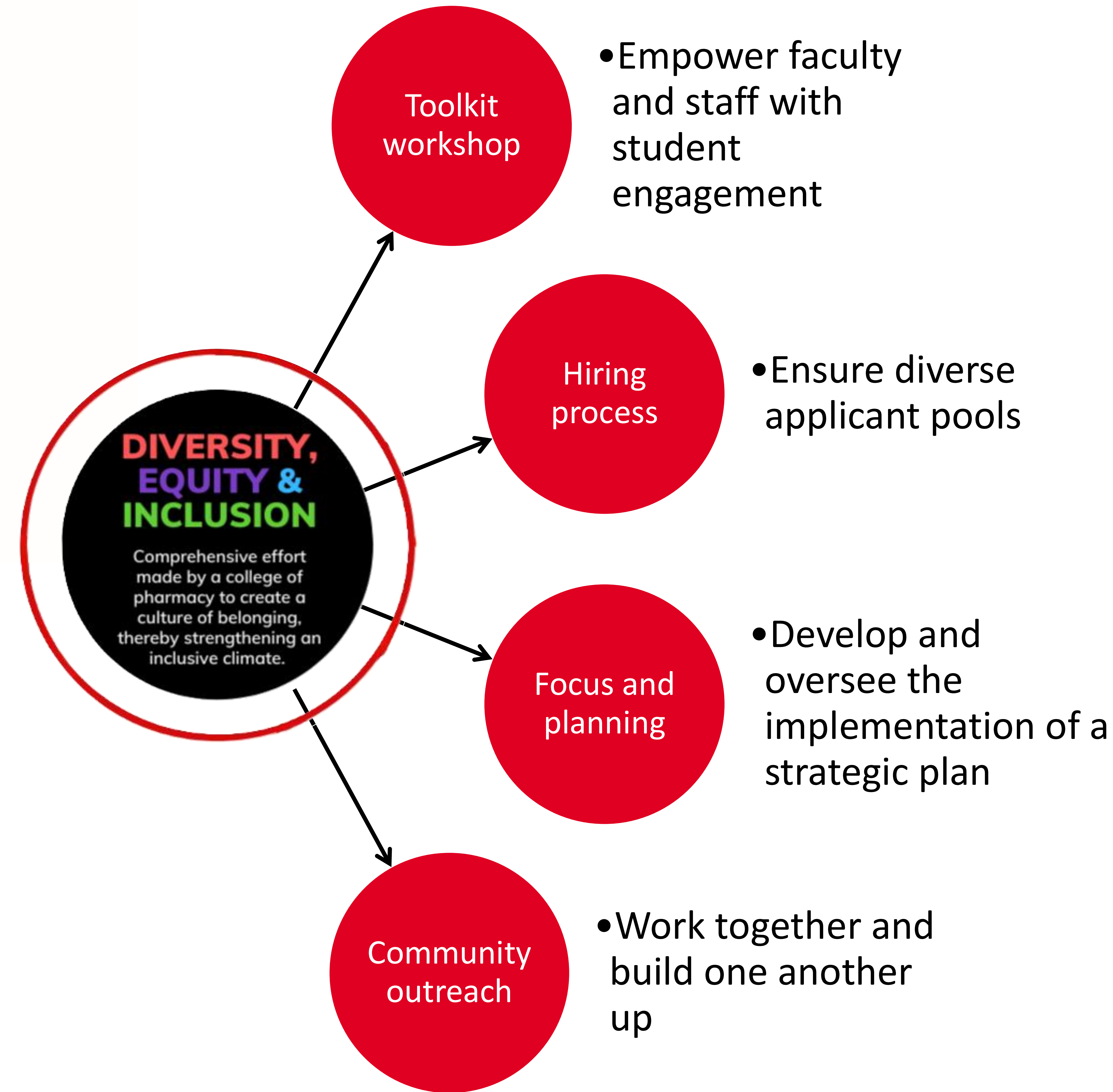
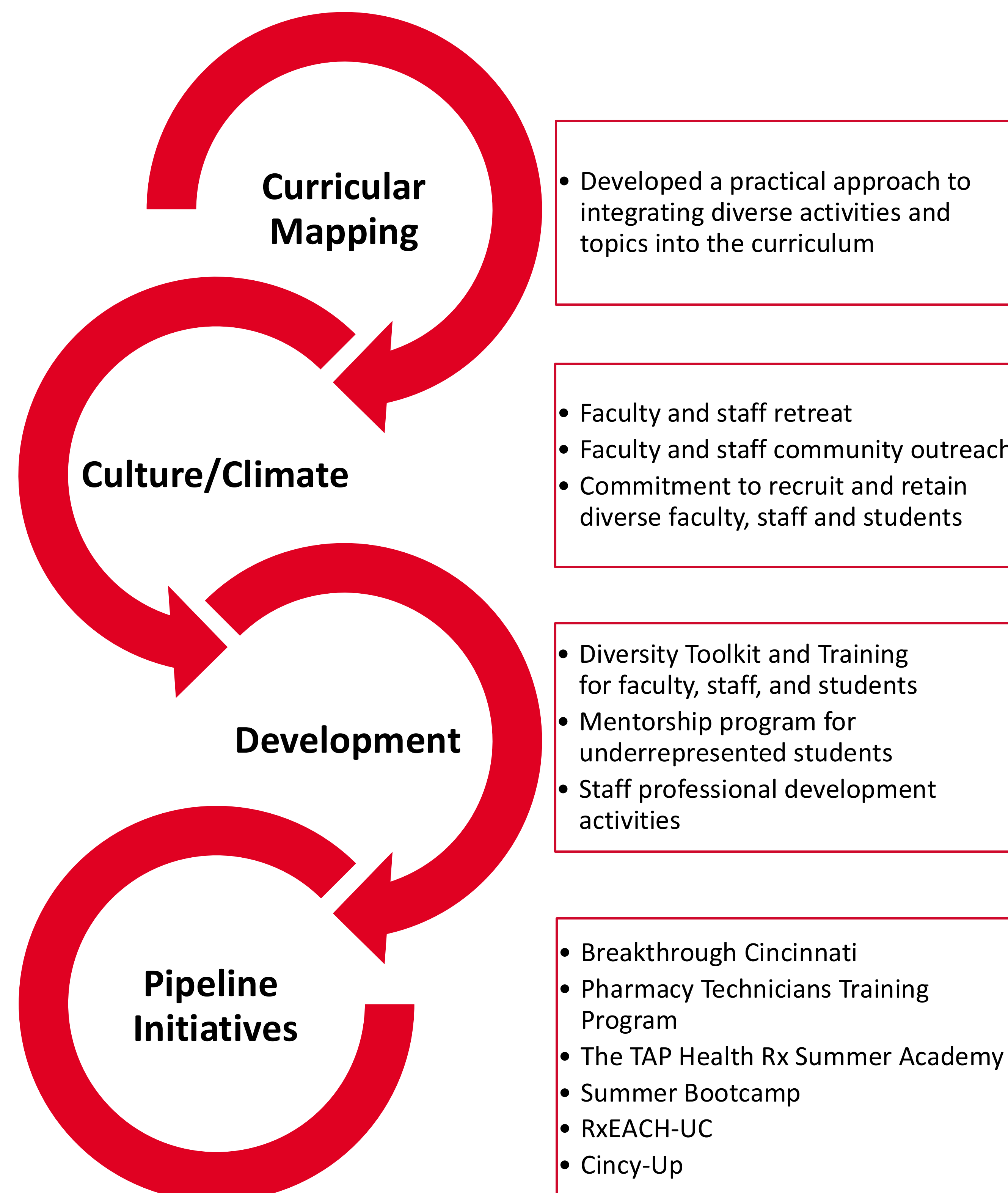


Figure 2: Participants in the Breakthrough Cincinnati program: a STEM awareness college preparatory program for middle school students



Figure 1: Faculty and staff attending a service event at St. Vincent DePaul charitable pharmacy



Figure 3: Cincinnati Public High School Students in Pharmacy Technician career-technical education program

## Results

Event	Participants	Date(s)
Staff professional week	Staff	2/28/22
RxEACH-UC	Underrepresented college preparatory students	6/6/22
Ruby Hill mentorship program	Underrepresented students	10/6/22
Strategic planning retreat	Faculty, staff, students, stakeholders	1/11/23
St. Vincent DePaul outreach event	Faculty and staff	8/14/23
CincyUp	4th year underrepresented pharmacy students	5/1/24
Pharmacy technician career-technical program	High school students	ongoing
TAP Health Rx Summer Academy	High school students	ongoing
Diversity toolkit training	Faculty, staff, students	ongoing

- Momentum ignited by efforts has prompted the launch of impactful initiatives
- Extensive efforts to positively impact these domains have resulted in recognition as recipient of the Higher Education Excellence in Diversity award for five consecutive years

## Conclusions

Efforts led by faculty and staff of the University of Cincinnati James L. Winkle College of Pharmacy have promoted the integration of DE&I principles into each pillar of the College's Strategic Plan and serve as guiding principles at the forefront of creating an inclusive college community.

*The authors have no actual or potential conflict of interest, financial or otherwise, in relation to this presentation.*