

Building Bridges through Community and Connections at the Ernest Mario School of Pharmacy

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Background

- In 2020, pharmacy organizations such as AACP, ACCP, APhA, and ASHP released statements focused on bringing awareness to diversity, equity, and inclusion (DEI) efforts within the pharmacy realm.¹
- The creation of the W.I.D.E. (Wellness, Inclusion, Diversity, and Engagement) Committee in 2021 was aimed at tackling many of the interventions centered around DEI and belonging.
- The W.I.D.E. committee charges include:
 - Priority 1: Recruit, Retain, and Develop a Diverse Community
 - Priority 2: Promote Inclusive Scholarship and Teaching
 - Priority 3: Define Sustainable and Substantive Community Engagement
 - Priority 4: Build the Capacity of Leaders to Create Inclusive Climates
 - Priority 5: Develop and Institutional Infrastructure to drive change
- ACPE Accreditation Standards for 2025 have been updated to include a section on Culture of Diversity, Equity, Inclusion, and Belonging (1.5.d): The college or school promotes the inclusion of diverse perspectives, lived experiences, backgrounds, to create environments that support and enhance learning, teaching, research and the delivery of patient care.
- In 2024, the Ernest Mario School of Pharmacy (EMSOP) worked to foster a culture of diversity, equity, inclusion, and belonging through a revision of the school's strategic plan.

Objective

- To facilitate a climate and culture where wellness, inclusion, diversity, engagement and belonging are fostered and valued. Since the incorporation of the W.I.D.E committee, there continues to be intentional integration of initiatives with curricular engagement, innovative programming as well as newer initiatives focused on engagement and belonging for faculty, staff, and students.

Methods

- W.I.D.E. will encourage opportunities for dialogue and as a part of our schools' priorities and strategic plan, structured programming, and activities were created with the intent to highlight cultural diversity, understanding, and dialogue.

Implemented Events / Interventions

Strategic Plan at EMSOP

Senior Associate Dean for Diversity, Equity, Inclusion & Student Affairs

Annual Wellness Week for Faculty, Staff, and Students

Faculty and Staff Community and Connection Event

Curricular Development

Faculty Development: Promotion

Representation at the RBHS Faculty Diversity Council

Leadership in Diversity Retreat

Initiatives in Action



Left: Community and Connections Faculty Event
Center: Therapy Dog Session during Finals Week
Right: Yoga Event during Annual Wellness Week

Stepwise Approach in Creating Community

Identifying the gaps:

- Meeting with committee members
- Asking faculty and staff how they would like to be more involved

Creating a plan:

- Identify stakeholders and meet to identify strategies
- Have a leader that can spearhead and prioritize events

Implementation:

- Creating space for diversity, equity, and inclusion within the culture shift (i.e. implementation within the strategic plan)

Future Steps / Conclusion

- Creating a website centered around our efforts within the school, including components such as:
 - Mission statement
 - Resources for faculty, staff, students
- Advocating for a team dedicated to DEI and belonging (i.e. in addition to our Senior Associate Dean for Diversity, Equity, Inclusion, and Student Affairs)
- Create a symposium for faculty, staff, and students centered around DEI and belonging
- The W.I.D.E. Committee initiatives have and will continue to provide insight on the need to widen the scope of diversity, equity, inclusion, and belonging within a school of pharmacy.

Disclosures

- The authors do not have anything to disclose

References

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