



A Dose of Inclusivity: A Recap on Inclusive Excellence Initiatives at the Medical College of Wisconsin School of Pharmacy

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BACKGROUND

Inclusive excellence occurs when an institution intentionally engages and incorporates social and human differences into its functioning, strategies, and culture to achieve mission success and thrive with its community.

Medical College of Wisconsin (MCW) School of Pharmacy (SOP) utilizes the inclusive excellence framework which consists of four elements:



OBJECTIVES

The School of Pharmacy works collaboratively to create and sustain an environment and culture that ensures inclusion, diversity and equity for all.

METHODS

From July 1, 2022 - June 30, 2023, MCW SOP implemented several measures to promote a community of inclusion for faculty, staff and students.

Events that helped achieve this environment included: research, community engagement, networking and wellness.



The SOP equity, diversity and inclusion (EDI) taskforce is dedicated to ensuring EDI within the SOP culture and has strong student involvement.

ACKNOWLEDGEMENTS

We would like to acknowledge all members of the Equity, Diversity, Inclusion Taskforce, faculty, staff and learners involved in pioneering the events shared.

Scan for more info



RESULTS

Events Supporting Inclusive Excellence, Research and Wellbeing

July 1, 2022 – June 30, 2023

The events below support the 3 Elements of Inclusive Excellence: Learn and Grow to Innovate, Inclusive Leadership at all Levels, Attract and Build a 21st Century Knowledge-Force.

Date/Time	Event
September 15, 2022	Meet-and-Eat (In-Person)
October 9, 2022	National Suicide Awareness Month 6 th Annual MCW School of Pharmacy Team attended the AFSP Out of the Darkness Walk at Veterans Park downtown
October 12, 2022	Women Pharmacist Day Celebration which included a brief panel discussion and time for casual conversation with attendees to celebrate the many amazing women pharmacists and aspiring student pharmacists at MCW!
November 17-18, 2022	Our City of Nations Conference (OCON) 2022 IPE Session was held to bring to light the inequities faced by refugee communities and how to practice in culturally humble ways.
January 12, 2023	Equity, Diversity, Inclusion Breakfast Total attendees: 50
January 19, 2023	Holiday Fun Event (In-Person)
February 15, 2023	Developing a Framework of Diversity, Equity and Inclusion in Pharmacy Research, Lecture Series 1 - Structural Racism and Health Outcomes: Overview, Conceptual Frameworks, and Actionable Strategies, Dr. Leonard Egede
March 6, 2023	Developing a Framework of Diversity, Equity and Inclusion in Pharmacy Research Lecture Series 2 - Diversity, Equity and Inclusion: Terminologies and Implications for Health Professionals, Dr. Joni Williams
March 13, 2023	Developing a Framework of Diversity, Equity and Inclusion in Pharmacy Research Lecture Series 3 - Creating a Diverse and Inclusive Work Environment. Dr. C. Greer Jordan
April 12, 2023	Developing a Framework of Diversity, Equity and Inclusion in Pharmacy Research Lecture Series 4 - A Framework for Developing Antiracist Medical Education Programs, Dr. Valerie Flanary
April 27, 2023	Invisible Identities 2.0 / The Hmong Experience – Dialogue with HeyBilly (A Hmong Shaman) Hmong cuisine was provided for in-person attendees. The in-person part of the event was limited to Froedtert & MCW, 75 attendees
May 4, 2023	Faculty Development in Research: "In the Cantina: Cultivating Diversity in Research Like a True Jedi" Objectives: <ul style="list-style-type: none"> Support diversity in research. Apply IRB requirements for interpreters and translation services for non-English speaking research participants. Apply NIH requirements of enrolling diverse patient populations.

Community Engagement

Saturday Clinic for the Uninsured (SCU):

- In 2022, SCU provided 833 medical visits to 267 uninsured patients of Milwaukee
- 662 visits were made in person at our Ascension Family Health Center location
- 171 visits were made via telehealth
- 355 volunteers (clinicians, pharmacy students, community volunteers)

Milwaukee Consortium for Hmong Health Conference:

- Dr. Lor was invited to be the keynote speaker for the conference and hosted the "Youth Dialogue: Getting into healthcare careers" panel
- over 200 community members participated in the event to obtain health screenings

MCW Neighborhood Partners Program

- Opioid Awareness, Naloxone Administration Training and Harm Reduction: 122 community members received training, 250+ fentanyl strip tests distributed
- Educational Panel Discussions (Topics include cervical health, heart health, poison center, men's health, pre- and post-natal health)
- Vaccine Clinics True Love Outreach/Hayat: Six (6) vaccination clinics COVID-19, Influenza [approximately 50+ community members vaccinated], Next Door/Hayat: Two (2) vaccination clinics (COVID-19, Influenza, approximately 40 community members vaccinated).



Health Advancement for Asian American Pacific Islanders through Education (HAAPIE) Initiative

- o [MCW Knowledge Story on HAAPIE](#)
- o Curriculum: "purpose is to develop a health and cultural humility curriculum with a focus on Asian American, Native Hawaiian and Pacific Islander (AANHPI) populations. Highlight health issues through an integrative lens of historical trauma, intersectionality, structural competency and social determinants of health."
- o <https://haapie-s-site.thinkific.com/>
- o The curriculum is open to all MCW learners and has expanded nationally.



AFSP Out of the Darkness Walk



Equity, Diversity, Inclusion Breakfast



Women Pharmacist Day Celebration

CONCLUSION

There were 12 events held for faculty, staff, and students with three ongoing community-engaged efforts that supported the three Elements of Inclusive Excellence. Of the 12 events, five were faculty development sessions on developing EDI in pharmacy research, one focused on wellness (which raised \$610 to support suicide awareness and prevention), three events focused on equity and diversity (celebrating women, refugees and invisible identities with Hmong communities) and three were networking/departamental events. There were three ongoing community engagement efforts – including the Saturday Clinic for the Uninsured (SCU), MCW Neighborhood Partners Program and Opioid Awareness Campaign, and Building a Culture of Health for Hmong communities. The Inclusive Excellence Framework served as a strong foundation on which to base EDI efforts supporting inclusive excellence at the MCW SOP for students, staff and faculty.

REFERENCES

- Inclusive Excellence Framework. MCW Office of Diversity and Inclusion. Rainie L. The rise of the e-patient. Pew Research Center Internet and the American Life Project. Accessed Jun 18, 2024. <https://www.mcw.edu/departments/office-of-diversity-and-inclusion>