



# Strengthening Faculty Success: DEIA Initiatives at the University of Wyoming School of Pharmacy



Hornecker JR, Linn BS, Hilaire ML, Mahvan T, Papke J, Singh R, Sogol E, Woods TM

## BACKGROUND

- Diversity, equity, inclusion, and anti-racism (DEIA) initiatives play an important role in ensuring representation of all and contributing to a welcoming and thriving environment
- The University of Wyoming (UW) has had a storied history regarding DEIA, which continues to evolve
- Faculty within the School of Pharmacy (UWSOP) recognize that DEIA contributes to a well-rounded and more inclusive community that is better suited to educate future pharmacists to provide care to diverse populations
- UWSOP faculty are involved in DEIA and health disparity initiatives nationally and internationally in service and leadership
- Described here are several DEIA initiatives underway within our university community which promote professional development and improve job satisfaction

## SCHOOL & COLLEGE INITIATIVES

### CURRICULAR DEIA CONCEPTS

- DEIA concepts are integrated into the PharmD curriculum and the Master's Degree in Health Services Administration (MHSA) program, as well as interdisciplinary courses in the College of Health Sciences designed to address DEIA issues
- Collaborations with the state's community colleges are being pursued to create inclusive educator learning communities

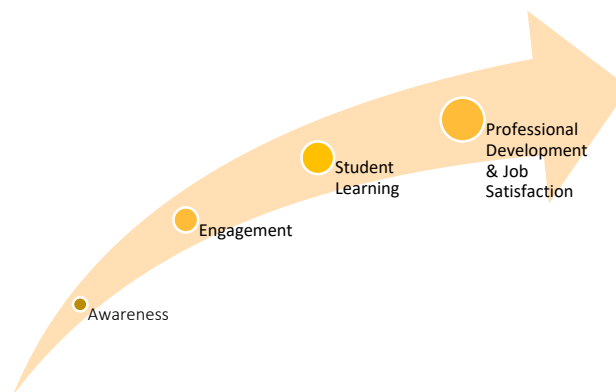
## NATIONAL INITIATIVES

### HEALTH EQUITY LEADERSHIP PROGRAM

- In partnership with Howard University College of Pharmacy, yearly longitudinal learning groups offer faculty and student exchanges which deepen understanding of healthcare equity issues in rural and urban areas
- Educational opportunities, including clinical practice experiences, are offered to students accepted into the program. Findings are shared within the respective university communities and at professional meetings.



## OUTCOMES



## GLOBAL INITIATIVES

### INTERNATIONALIZATION TASK FORCE

- To support UW's strategic plan of enhancing student success via increased global engagement, the UWSOP developed an Internationalization Task Force to foster faculty exchanges abroad and promote opportunities for collaboration in teaching, research, and practice
- The UW Office of Global Engagement provides competitive seed grants for faculty teaching and research internationally.
- The UWSOP Faculty Development Committee offers mini-grant funding to support travel and participation in these activities.
- Faculty exchanges have occurred with Cardiff University in Cardiff, Wales. Research immersion programs focused on healthcare equity have been developed in Asia, Europe, the Middle East, and South America.

### YOUNG SOUTHEAST ASIAN LEADERSHIP INSTITUTE (YSEALI)

- YSEALI is a reciprocal research and leadership collaboration with the University of Montana, the UW Center for Global Studies, and the U.S. Department of State
- UWSOP faculty serve as mentors for YSEALI fellows

## DISCLOSURES

- Authors of this poster presentation have no relevant financial disclosures