Perceptions and experiences of college climate, diversity, equity, and inclusion at one college of pharmacy

Nancy Alvarez, PharmD, BCPS, FAPhA; David R Axon, PhD, MPharm, MS, MRPharmS; Bernadette R. Cornelison, PharmD, MS, BCPS
The University of Arizona R. Ken Coit College of Pharmacy

THE UNIVERSITY OF ARIZONA
R. Ken Coit
College of Pharmacy

Background

- Reasons for understanding climate include impact on learning and engagement, well-being and mental health, and inclusivity and diversity.[1-3]

- Availability of public tools to assess climate, diversity, equity and/or inclusion are not readily accessible.[4]

Objectives

- To understand student pharmacists' perceptions about the climate of diversity, equity, and inclusion at one United States college of pharmacy.

- To identify opportunities for supporting initiatives that enhance the overall campus environment for belonging, learning, and contribution.

Methods

- A 117-item instrument consisting of college climate, diversity, equity, inclusion, and demographics sections was iteratively developed, and pilot tested by the researchers.

- The instrument was administered to 510 student pharmacists at one college of pharmacy in Spring 2024.

- Each section consists of several 5-point Likert-scale items (5=most positive option) and one open response item (except demographics).

- Summary statistics (frequency and percent; median and interquartile range) were computed to analyze the data.

Results

Figure 1. Proportion of students who completed the survey stratified by year (n=37)
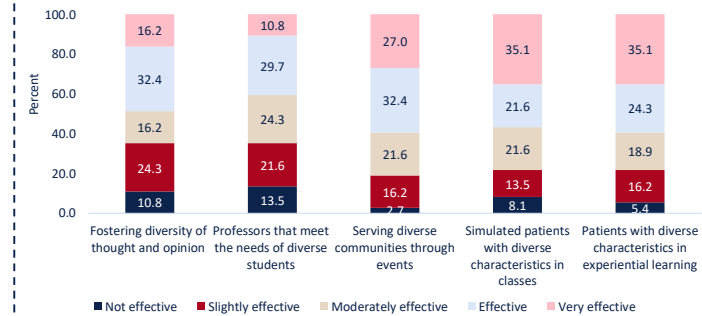

Legend: P4, P3, P2, P1, Not specified
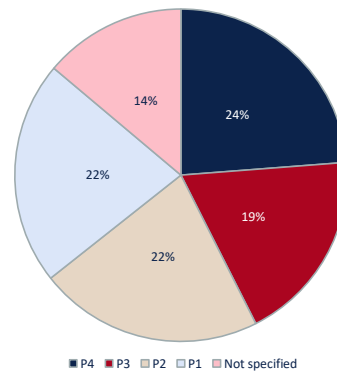
- Among the 100 scale items, the median score for each item was commonly 5 (n=33) or 4 (n=50); fewer items had a median score of 3 (n=14) or 2 (n=3).
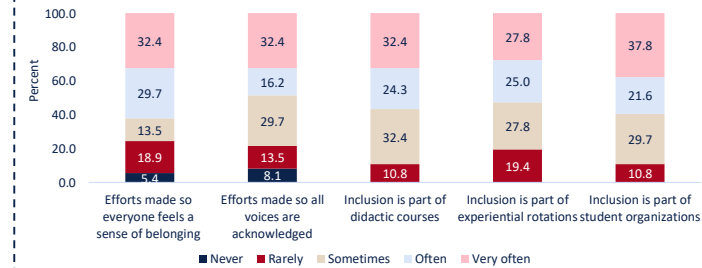
Figure 2. Climate - Rate effectiveness of college:

Legend: Not effective, Slightly effective, Moderately effective, Effective, Very effective
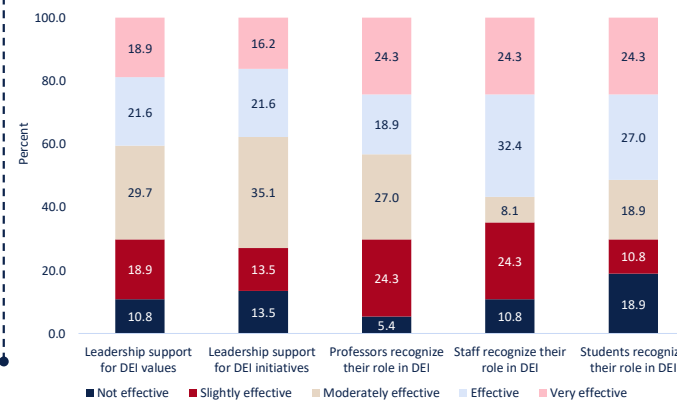
Figure 3. Diversity - Rate effectiveness of college:

Legend: Not effective, Slightly effective, Moderately effective, Effective, Very effective

Figure 4. Inclusion - Rate effectiveness of college:

Legend: Never, Rarely, Sometimes, Often, Very often

Conclusion

- Initial findings from this survey suggest generally positive perceptions and experiences of climate, diversity, equity, and inclusion at RKCCOP, yet highlight specific areas where further efforts are necessary.

References

1. Dweck, C. S. Mindset: The New Psychology of Success. PLACE: Random House; 2006.
2. Clark TR. The 4 Stages of Psychological Safety: Defining the Path to Inclusion and Innovation. PLACE Berrett-Koehler Publishers; 2020.
3. Bersin J. Sustainability is about your workforce, too. Harvard Business Review. 2023. Available from: hbr.org/2023/09/sustainability-is-about-your-workforce-too.
4. Alvarez NA, Cornelison B, Obeng-Kusi M, Slack M. Curr Pharm Teach Learn. 2024;16:24-33.