

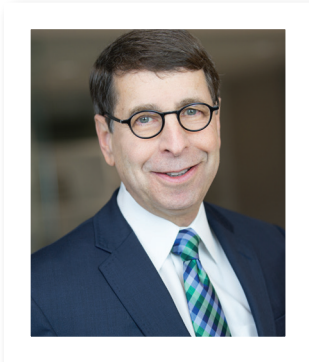


pharmacists advancing healthcare®

ASHP Task Force on
Racial Diversity, Equity, and Inclusion:
2022 IMPLEMENTATION REPORT

December 2022

Message from the CEO



It is a pleasure to share this update on the progress we have made in implementing the recommendations of the ASHP Task Force on Racial Diversity, Equity, and Inclusion Task Force (Task Force). We convened this group of members in 2020 during the racial reckoning sparked by the murders of George Floyd, Ahmaud Arbery, Breonna Taylor, and so many more. These tragic incidents caused a reckoning of our own. We knew we needed to consider the impact of the legacy of racial discrimination and inequity on our members who are part of Black, Indigenous, and people of color (BIPOC) communities.

Chaired by ASHP President Paul Walker, the Task Force [developed recommendations](#) for short and long-term goals to address every aspect of ASHP's work. We took immediate steps to reshape ASHP policies and procedures and developed long-term, aspirational objectives to guide our continued work toward removing inequities and fostering diversity and inclusion in our profession.

ASHP staff have spent significant energy developing initiatives, resources, and policies to bring life to the valuable ideas generated by the Task Force. As you read this report, it is essential to note this is just the beginning and we acknowledge that creating a culture that cultivates DEI is a constantly evolving journey. Our efforts to implement the recommendations and the values they articulate will be a deliberate, strategic, and ongoing process. I am committed to pursuing a more diverse, inclusive organization, profession, and society, and I look forward to working with you to achieve it.

These latest advancements add to the breadth of meaningful work and our progress. However, we still have much more to accomplish. This update focuses on ASHP's initiatives concerning race and ethnicity. We also have a strong body of work in the areas of gender and LGBTQIA+ issues, which I look forward to sharing with you in future reports.

We remain as committed as ever to supporting our members, patients, and communities in this critical work. Our efforts are sustained by the conscious decisions of ASHP leaders. Integrating these recommendations into our daily work will help ensure long-term accountability. Together, we can make meaningful changes toward a more diverse, equitable, and inclusive environment for all.

Sincerely,

A handwritten signature in black ink that reads "Paul W. Abramowitz". The signature is written in a cursive, flowing style.

Paul W. Abramowitz, PharmD, ScD (Hon), FASHP
Chief Executive Officer, ASHP

Restructuring the Leadership Pipeline

Governance and Committees

A key imperative of the Task Force was to enhance the ASHP membership experience for our BIPOC members, including expanding opportunities to serve on ASHP's numerous committees, councils, and advisory bodies. As these volunteer positions serve as the conduits to leadership positions in the organization, the Task Force's most urgent recommendations called for changes to organizational processes that govern members' eligibility for leadership roles.

During the House of Delegates session in June 2021, delegates approved a change to the bylaws making all active members eligible to serve on the Committee on Nominations (CON). This body evaluates candidates for ASHP President and the Board of Directors. Previously, members were required to serve in the ASHP House of Delegates to be considered for the CON.

Broadening the eligibility criteria to serve led to a Committee on Nominations that reflected the diversity in ASHP's membership and immediately achieved the Task Force's goal. Fifty percent of the candidates approved for positions on the Board of Directors Committee on Nominations in 2021 were BIPOC members; and in 2022, 33% percent of candidates were BIPOC members. Both figures increased significantly from 2019 (0.125%) and 2020 (0%).

The Task Force made similar recommendations regarding nominations for elected and appointed positions on the executive committees and advisory groups of the Pharmacy Practice Sections and the Pharmacy Student, New Practitioners, and Pharmacy Technician Forums, as well as appointments to our councils and commissions. The results were similar: A marked increase in BIPOC candidates and appointees to roles in the sections and forums and other volunteer leadership roles.

These recommendations have the potential for long-term, sustained impact by restructuring the pipeline to expand opportunities for active engagement and leadership in ASHP.

BIPOC Representation: ASHP Board of Directors



Paul C. Walker
President
Ann Arbor, MI



Vivian Bradley Johnson
Board Member
Dallas, TX



Nishaminy (Nish) Kasbekar
President-Elect
Philadelphia, PA



Vickie L. Powell
Board-Elect
New York, NY

BIPOC Representation: ASHP Awards

ASHP BOARD OF DIRECTORS DISTINGUISHED LEADERSHIP AWARD

2022



Marie A. Chisholm-Burns, PharmD, PhD, MBA, MPH, FASHP, FAST, FCCP
Executive Vice President and Provost, Oregon Health and Science University
Portland, OR



Miriam A. Mobley Smith, PharmD, FASHP
Interim Dean, University of Hawaii at Hilo Daniel K. Inouye College of Pharmacy
Hilo, HI

2021



John E. Clark, PharmD, MS, FASHP
Director, Experiential Education and Pharmacy Residency Programs; Assistant Professor, Department of Pharmacotherapeutics and Clinical Research, University of South Florida Health Taneja College of Pharmacy
Tampa, FL

ASHP BOARD OF DIRECTORS DONALD E. FRANCKE MEDAL

2022



Toyin Tofade, PharmD, MS, BCPS, CPCC, FFIP
President, Albany College of Pharmacy and Health Sciences
Albany, NY

2021



Lijian "Leo" Cai, PharmD, Chief Pharmacy Officer, Roswell Park Comprehensive Cancer Center
Buffalo, NY

ASHP BOARD OF DIRECTORS AWARD OF HONOR

2020



Victor J. Dzau, MD
President, National Academy of Medicine
Washington, DC.

ASHP BOARD OF DIRECTORS' HONORARY MEMBERSHIP AWARD

2021



Johnnie L. Early II, RPh, PhD, FNPhA
Dean, Florida A&M University College of Pharmacy and Pharmaceutical Sciences Institute of Public Health
Tallahassee, FL

Opening Doors

Education and Training, Research, and Publications

EDUCATION AND TRAINING

American Indian/Alaskan Native, Black, Latino, and Native Hawaiian Americans are all [underrepresented](#) among pharmacy school graduates, in residency programs, and in the pharmacy workforce relative to their numbers in the general population. The Task Force recommendations sought to increase the diversity of pharmacists practicing in hospitals and health systems through systemic efforts, including outreach visits to schools with high BIPOC engagement, incorporating diversity, equity, and inclusion in residency accreditation standards, and facilitating mentor-mentee relationships.

OUTREACH VISITS

ASHP's outreach to student pharmacists at colleges of pharmacy at [Historically Black Colleges and Universities](#) (HBCUs), [Hispanic-Serving Institutions](#) (HSIs), and schools of pharmacy with high BIPOC enrollment increased by 267% in the 2022 academic year. During the 2020 academic year, three schools received outreach visits from ASHP staff and leaders. The number of visits increased to 11 during the 2021 academic year. We have scheduled 17 visits during the 2022 academic year.

“

This CE was needed and respectfully presented. The topic is so current and shows that ASHP acknowledges and includes all members. As a minority woman, I am happy to see that my profession understands our concerns and takes on the challenge of inclusion.

ASHP DIVERSITY, EQUITY, AND INCLUSION EDUCATIONAL SERIES: TRANSFORMING AWARENESS INTO ACTION

This eight-part educational webinar series featured topics on inclusive leadership, cultural awareness and safety, social determinants of health, incorporating DEI into student, resident, and preceptor training programs, and LGBTQIA+ DEI. Nearly 14,000 attendees participated in the live and on-demand continuing education (CE) programs highlighting real-world scenarios and best practices. Attendees received actionable steps for recognizing and combatting bias and disparities in care.

ASHP FOUNDATION PHARMACY LEADERSHIP SCHOLARS PROGRAM FUNDS DEI RESEARCH BY EARLY-CAREER RESEARCHERS

Cheryl Wisseh, PharmD, MPH, health sciences assistant clinical professor at the University of California, Irvine School of Pharmacy and Pharmaceutical Sciences, received one of five \$10,000 research grants as part of the inaugural ASHP Foundation Pharmacy Leadership Scholars program, which is supported by Chiesi. Dr. Wisseh's project focused on racial and ethnic disparities in diabetes medication regimen complexity and critical outcomes.

The negative health and wellness outcomes of diabetes disproportionately affect communities of color. The communities of color that I serve in South Los Angeles are some of the most underresourced in LA County and are beset with economic divestment and racial and ethnic health inequities. My work aims to learn more about diabetes-specific medication regimen complexity (MRC) in racially and ethnically minoritized populations. It also aims to uncover any racial and ethnic health disparities in diabetes-specific MRC. The project is a necessary and initial step to improve population health for the residents of South Los Angeles and for residents across the nation that live in communities with similar socioeconomic inequities.

ACCREDITATION STANDARDS

In 2022, the ASHP Commission on Credentialing (COC) approved changes to the [pharmacy residency accreditation standard](#) requiring accredited residencies to incorporate diversity and inclusion practices in the design and structure of their programs. The COC will evaluate programs using the new criteria beginning in 2023. The Diversity and Cultural Competence (DCC) workgroup, a COC subcommittee, developed the [Diversity Resource Guide](#) for Diversity in Residency Training and the Pharmacy Workforce in March 2022. The guide assists residency programs and other organizations in meeting the new standard and increasing the racial and ethnic diversity in residency programs and the pharmacy workforce.

GUIDED MENTORSHIP PROGRAM

Launched as a pilot program in 2021, the ASHP [Guided Mentorship program](#) pairs student pharmacists with seasoned practitioners for a six-month mentorship experience through structured, virtual one-on-one mentor and mentee relationships. In 2022, BIPOC participation grew by 77% from its initial offering.



LISTEN
UP

**PROPEL YOUR
PROFESSIONAL
DEVELOPMENT
WITH ASHP'S
GUIDED
MENTORSHIP
PROGRAM**

Bridging Gaps, Amplifying New Voices

Advocacy, Marketing, and Communications

ADVOCACY

One of the most concerning byproducts of our country's history of racism and discrimination is its devastating impact on patients' health outcomes. Noting the growing body of evidence attributing health disparities to discrepancies in the quality of healthcare provided to different racial and ethnic groups, the Task Force called on ASHP to incorporate health disparities into our public policy agenda.

The COVID-19 pandemic dramatically exposed the care divide for BIPOC patients and others living in medically underserved communities. ASHP's outreach to policymakers throughout the pandemic positioned pharmacists as the most accessible healthcare provider for these patients. In statements to the [COVID-19 Health Equity Task Force](#), Department of Health and Human Services Secretary [Xavier Becerra](#), and the [White House Coronavirus Task Force](#), ASHP advocated removing barriers that impede access to care. These barriers include threats to the 340B Drug Pricing Program, limitations on pharmacists' ordering of antiviral treatments, and the failure to reimburse pharmacists for patient care services.

In partnership with the organizations of the Joint Commission of Pharmacy Practitioners, ASHP also urged the COVID-19 Health Equity Task Force to add a pharmacist to its ranks. ASHP also worked with the National Rural Health Association on [an opinion article](#) calling for expanding patient access to pharmacist services.

ASHP continued our longtime advocacy for state and federal policy solutions to expand patient access to pharmacist services and centered the needs of patients in underresourced areas in this effort. We played a leading role in introducing and lobbying for the Equitable Community Access to Pharmacist Services Act and the Pharmacy and Medically Underserved Areas Enhancement Act. We also supported state-level advocacy that resulted in the recognition of pharmacists as providers in Medicaid programs in 40 states.

COVID-19 has exposed deep disparities in care across our country. Taking steps today to fully leverage pharmacists to provide care in the communities they serve will increase care access well beyond the span of the COVID-19 pandemic.

— Statement of Dr. Paul W. Abramowitz to the COVID-19 Health Equity Task Force



**LISTEN
UP**

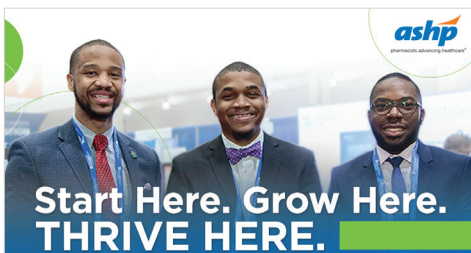
[ADVOCATING FOR IMPACT: CONNECTING THE DOTS BETWEEN DIVERSITY, EQUALITY, AND INCLUSION AND ADVOCACY](#)

MARKETING AND COMMUNICATIONS

The Task Force recommendations for ASHP's communications efforts acknowledge the role storytelling plays in shaping attitudes and cultivating empathy. In AJHP, podcast episodes, and feature articles, ASHP showcased the varied paths and perspectives of our BIPOC members to deepen our collective understanding of our pharmacy colleagues, patients, and communities.

Membership Campaign

ASHP conducted a social media advertising campaign in 2022 highlighting ASHP as a welcoming membership community for BIPOC pharmacists, student pharmacists, and pharmacy technicians.



Inclusion Center

The [ASHP Inclusion Center](#) showcases ASHP's longstanding commitment to nurturing the principles of diversity, equity, and inclusion in the pharmacy community. The site is a home for our vast collection of resources, including clinical and editorial content from AJHP, on-demand CE programs, and member spotlights.

@ASHPOfficial Podcast

In addition to featuring BIPOC members as guests on ASHP's clinical, leadership, and practice journey podcasts, ASHP launched a branded podcast to amplify the diverse voices and perspectives in our member community. The Insights podcast explores the experiences, people, and philosophies that influence our members' practice journeys and examines strategies for integrating diversity, equity, and inclusion principles into pharmacy practice.



1. [USE OF RACE IN CLINICAL ALGORITHMS](#)
2. [INSPIRED LEADERSHIP: A CONVERSATION WITH AMY GUTIERREZ](#)

AJHP[®]

SELECTED AJHP ARTICLES: RACE AND ETHNICITY

1. [The disease of racism](#)
Marie Chisholm-Burns,
PharmD, MPH, MBA
2. [Racial and ethnic equality is also about healthcare](#)
Bruce E Scott, BSPharm, MS,
FASHP
3. [Ten recommendations to increase Black representation within pharmacy organization leadership](#)
John M Allen, PharmD,
BCPS, BCCCP, FCCM, FCCP,
Jacinda C Abdul-Mutakabbir,
PharmD, MPH, AAHIVP, Hope
E Campbell, PharmD, BCPS,
Lakesha M Butler, PharmD,
BCPS
4. [Acknowledging the intersection of gender inequity and racism: Identifying a path forward in pharmacy](#)
Jacinda C Abdul-Mutakabbir,
PharmD, MPH, AAHIVP,
Vibhuti Arya, PharmD, MPH,
FAPhA, Lakesha Butler,
PharmD

About the Task Force Recommendations

The ASHP Task Force on Racial Diversity, Equity, and Inclusion was charged with reviewing ASHP’s efforts in the areas of racial diversity, equity, and inclusion as they relate to issues facing Black Americans, and for making related recommendations on new or enhanced efforts ASHP may undertake in the following areas:

1. Governance and committees such as the ASHP and ASHP Foundation boards of directors, commissions, councils, sections, forums, House of Delegates, committees on nominations, and ASHP advisory bodies
2. Education and training
3. Research
4. Advocacy
5. Publications
6. Marketing and communications

The Task Force recommendations are organized by focus areas and target audience. The focus areas include (1) governance and committees; (2) education and training, research, and publications; and (3) advocacy, marketing, and communications. The target audiences include ASHP, colleges of pharmacy, ASHP-accredited residency programs, and hospitals and health systems.



[READ THE FULL TASK FORCE REPORT](#)

ASHP MEMBER DEMOGRAPHICS

ASHP began collecting members’ demographic information, including race and ethnicity, in 2021. This data will be used to learn more about our members, improve representation, and celebrate the diverse communities we serve.

