



Since the publication of the DRG guideline in 2022, there has been an increase in available literature evaluating the benefit of diversity in pharmacy workforces;¹⁻³ While the previous DRG provides examples of recruitment and bias reduction strategies in the selection and ranking process, there exists additional resources to help promote diversity, equity, and inclusion (DEI) among pharmacy residencies. Embracing DEI within residency programs not only fosters a more inclusive environment and sense of belonging, but also enhances the quality of patient care by broadening the perspectives and cultural competencies of future pharmacists. By prioritizing DEI, pharmacy residency programs can better equip residents with the skills needed to address health disparities, promote equitable access to care, and deliver personalized, culturally sensitive treatment to diverse patient populations within the communities that they serve. To that end, the resources below provide information to residency program directors and coordinators that can be used to evaluate a program’s current pharmacy residency practices and identify potential areas for improvement.

Publications

TITLE / AUTHORS	SOURCE
<p>Implementing and evaluating a diversity, equity, and inclusion resident recruitment strategy. Lauren C Quiroga, Kate Starosta, Lindsey R Kelley</p>	<p>American Journal of Health-System Pharmacy, Volume 80, Issue 22, 15 November 2023, Pages 1662-1669. https://doi.org/10.1093/ajhp/zxad179</p>
<p>Diversity in pharmacy residency recruitment. Jalen Evans, Kate Starosta, Lindsey R Kelley</p>	<p>American Journal of Health-System Pharmacy, Volume 79, Issue 22, 15 November 2022, Pages 2053-2057 https://doi.org/10.1093/ajhp/zxac106</p>
<p>A framework for optimizing diversity, equity, inclusion, and belonging in pharmacy residency recruitment for underrepresented minorities. Sarah Cummins, Lance Ray, Jessica Nesheim, Zahra C Nasrazadani</p>	<p>American Journal of Health-System Pharmacy, Volume 81, Issue 10 May 15 2024, Pages 390-400. https://doi.org/10.1093/ajhp/zxae006</p>
<p>Organizational commitment to diversity, equity, and inclusion: A strategic path forward. Carla Y White, Ami Patel, Dominique Cossari</p>	<p>American Journal of Health-System Pharmacy, Volume 79, Issue 5, 1 March 2022, Pages 351-358 https://doi.org/10.1093/ajhp/zxab322</p>
<p>Implementation of implicit bias awareness and action training in a pharmacy residency program. Kimberly Terry, Nancy Nickman, Shantel Mullin, Priyanka Ghule, and Linda Tyler</p>	<p>American Journal of Health-System Pharmacy, Volume 79, Issue 21, 1 November 2022, Pages 1929-1937 https://doi.org/10.1093/ajhp/zxac199</p>

TITLE / AUTHORS	SOURCE
<p>Leading diversity, equity, and inclusion efforts within the pharmacy department. Anthony Scott, Richard Ogden</p>	<p>American Journal of Health-System Pharmacy, Volume 79, Issue 21, 1 November 2022, Pages 1938-1944 https://doi.org/10.1093/ajhp/zxac215</p>
<p>Residency application content and considerations based on residency director review of a fictitious CV: What really matters? Adam N Pate, Alex R Mills, Joshua W Fleming, Ha K Phan, Margaret Street, James J Pitcock</p>	<p>American Journal of Health-System Pharmacy, Volume 80, Issue 17, 1 September 2023, Pages 1147-1156 https://doi.org/10.1093/ajhp/zxad068</p>
<p>Disparities in human resources: addressing the lack of diversity in the health professions. Kevin Grumbach, Rosalia Mendoza</p>	<p>Health Affairs (Millwood) Volume 27 Issue, March/April 2008, Pages 413-422. https://pubmed.ncbi.nlm.nih.gov/18332497/</p>
<p>More than a buzz word: Building diversity, equity, and inclusion into pharmacy residency recruitment. Sara Hovey, Sally Arif, Ayesha Khan, et al.</p>	<p>Journal of the American College of Clinical Pharmacy Volume 6 Issue 2 February 2023, Pages 154-164. https://accpjournals.onlinelibrary.wiley.com/doi/abs/10.1002/jac5.1716</p>
<p>Incorporating diversity, equity, and inclusion concepts in pharmacy education and experiential training. Tianrui Yang, Becky Linn, Jane Bennis</p>	<p>American Journal of Health-System Pharmacy, Volume 81, Issue 8, 15 April 2024, Pages 275-278 https://doi.org/10.1093/ajhp/zxad279</p>
<p>Access to inclusive and culturally sensitive mental healthcare in Black, Indigenous, and People of Color pharmacy students and residents. Esha Thakkar, Ina Liu, Kalynn Hosea, Shana Katz, et al.</p>	<p>American Journal of Health-System Pharmacy, Volume 80, Issue 14, 15 July 2023, Pages 922-930. https://doi.org/10.1093/ajhp/zxad088</p>
<p>Gender inequity and sexual harassment in the pharmacy profession: Evidence and call to action. Brittany Bissell, Jackie Johnston, Rebecca Smith, Andrea Sikora Newsome, et al.</p>	<p>American Journal of Health-System Pharmacy, Volume 78, Issue 22, 15 November 2021, Pages 2059-2076. https://doi.org/10.1093/ajhp/zxab275</p>
<p>Contributing factors for career goal advancement of pharmacy learners in the Black, Indigenous, and People of Color community. Caroline Sasser, Adam Moss, Swaycha Goli, Amanda Grego, et al.</p>	<p>American Journal of Health-System Pharmacy, Volume 81, Issue 17, 1 September 2024, Pages e535-e542. https://doi.org/10.1093/ajhp/zxae089</p>
<p>Navigating the residency application process for lesbian, gay, bisexual, and transgender student pharmacists. Calvin Daniels, Tate Trujillo, Christopher Scott, Lindsey Kelley</p>	<p>American Journal of Health-System Pharmacy, Volume 75, Issue 4, 15 February 2018, Pages 173-176. https://doi.org/10.2146/ajhp170503</p>

TITLE / AUTHORS	SOURCE
<p>Born This Way: Integrating LGBTQIA+ Identities as Pharmacy Practitioners. Kevin Astle, Laura Hart, Jay Holloway, et al.</p>	<p>American Journal of Pharmaceutical Education. Volume 87, Issue 12, December 2023, Pages 100-122. https://www.ajpe.org/article/S0002-9459(23)00123-7/abstract</p>
<p>LGBTQ+ Equity in Virtual Residency Recruitment: Innovations and Recommendations Rebecca Raymond-Kolker, Adlai Grayson, Nicholas Heitkamp, Lucas Morgan.</p>	<p>Journal of Graduate Medical Education. Volume 13, Issue 5, October 2021, Pages 640-642. https://meridian.allenpress.com/jgme/article/13/5/640/472067/LGBTQ-Equity-in-Virtual-Residency-Recruitment</p>
<p>Protections Against Employment Discrimination for Service Members and Veterans</p>	<p>https://www.eeoc.gov/protections-against-employment-discrimination-service-members-and-veterans</p>

Videos and Podcasts

VIDEO/ PODCASTS	LINK
<p>Want to truly succeed? Lift others up while you climb The Way We Work, a TED series</p>	<p>https://www.youtube.com/watch?v=-yshHFseMyI</p>
<p>That Little Voice</p>	<p>https://www.youtube.com/watch?v=LI56imVATLk</p>
<p>TedTalk: Unconscious bias: Stereotypical hiring practices.</p>	<p>https://www.youtube.com/watch?v=QCFb4BiDDcE</p>
<p>Incorporating Inclusive Practices into Postgraduate Recruitment (Abdul-Mutakabbir J, Arif S, Kiles TM, North F)</p>	<p>https://vimeo.com/892287881/e602eb9caa</p>
<p>Recruiting with conscience when hiring diverse talent Nikky Lyle TEDxFolkestone</p>	<p>https://www.youtube.com/watch?v=mxEpHcr-XyQ</p>
<p>Creating Inclusive Workplaces for All Catarina Rivera</p>	<p>https://www.youtube.com/watch?v=wbXxhuraJsE</p>
<p>American Association of Medical Colleges. Diversity and Inclusion Video Learning Series</p>	<p>https://www.aamc.org/what-we-do/equity-diversity-inclusion/learning</p>
<p>MCM 2021 DEI Feature: Integration and Advancement of Diversity, Equity, and Inclusion in the Pharmacy Workplace - Podcast</p>	<p>https://www.ashp.org/professional-development/ashp-podcasts/insights/mcm-2021-dei-feature-integration-and-advancement-of-diversity-equity-and-inclusion</p>
<p>Pride 2022: A P4 Student’s Journey - Podcast</p>	<p>https://www.ashp.org/professional-development/ashp-podcasts/practice-journeys/2022/pride-2022-a-p4-students-journey</p>
<p>Navigating the Residency Process as a LGBTQ Applicant - Podcast</p>	<p>https://www.ashp.org/professional-development/ashp-podcasts/practice-journeys/2021/navigating-the-residency-process-as-a-lgbtq-applicant</p>

VIDEO/ PODCASTS	LINK
Traversing through a career journey as LGBTQ pharmacy students and residents - Podcast	https://www.ashp.org/professional-development/ashp-podcasts/practice-journeys/2021/traversing-through-a-career-journey-as-lgbtq-pharmacy-students-and-residents
Leading Diversity, Equity, Inclusion, and Belonging Efforts Within Pharmacy. - Podcast	https://www.ashp.org/professional-development/ashp-podcasts/insights/leading-diversity-equity-inclusion-and-belonging-efforts-within-pharmacy
Inspired Leadership: A Conversation with Amy Gutierrez -Podcast	https://www.ashp.org/professional-development/ashp-podcasts/insights/inspired-leadership-a-conversation-with-amy-gutierrez
MCM 2021 DEI Feature: The All-In Approach to Improving Diversity and Inclusion Within Pharmacy Practice - Podcast	https://www.ashp.org/professional-development/ashp-podcasts/insights/the-all-in-approach-to-improving-diversity-and-inclusion-within-pharmacy-practice

Websites

WEBSITE SOURCE	TITLE/LINK
Diversity for Social Impact	What is DEI and Diversity? The Full (What, Why, How, Who) Guide in 2024
Association of American Medical Colleges	Power & Privilege Definitions (aamc.org)
Diversity Style Guide	Diversity Style Guide – Helping media professionals write with accuracy and authority
American Psychological Association	Inclusive Language Guide (apa.org)
Centers for Disease Control and Prevention	Preferred Terms for Select Population Groups & Communities Gateway to Health Communication CDC
National Council for Mental Wellbeing	Mental Health First Aid
National Alliance on Mental Illness	Your Journey NAMI: National Alliance on Mental Illness
Accreditation Council for Continuing Medical Education	Accreditation Council for Continuing Medical Education - Diversity, Equity and Inclusion