



Pharmacy Society
of Wisconsin

DIVERSITY, EQUITY, AND INCLUSION

Organization Recommendations

PSW will support diversity in our membership, equity in opportunities, and inclusiveness in our organization, empowering pharmacists, technicians, and student pharmacists to address systemic racism, and have broader cultural humility in the care of patients.

MEMBERSHIP & ORGANIZATION

Collect **membership demographics** during enrollment and renewal.

Support a **PSW culture** where it safe for all to have their voice heard by engaging in speakers, *JPSW* authors, and volunteers who have not historically been represented.

Develop mechanisms to gather role specific **feedback** from general members, volunteer members, and members in leadership roles regarding their DEI experiences within PSW.

Evaluate the opportunity to create PSW **scholarships, awards, and grants** that members could apply for to advance DEI in their practice(s) and professional pipeline.

Cultivate **engagement and mentorship** of new members to the WI pharmacy community.

Develop and implement intentional, proactive processes to identify and encourage **diverse representation** for general membership and informal and formal leadership roles.

Ensure leadership **accountability** to the commitment of understanding, support, and advocate for advancement of DEI within PSW.

PSW will encourage members to engage in **DEI initiatives and training** within their practices.

Develop **accountability metrics** for ensuring equitable opportunities across all demographic groups.

Provide **DEI updates, communications, and progress** to membership in a timely and relevant manner.

Review, assess, and update PSW employment policies and procedures to further incorporate DEI as appropriate by CEO/EVP in consultation with HR professional.

Incorporate the following statement in **application and recruitment materials** (membership, committee, leadership, RFPs, etc):

“PSW welcomes applications from or nominations of those who represent diversity in race, color, ethnicity, culture, national origin, sexual orientation, age, gender, gender identity, social class, physical ability/attributes, religious or ethical value systems, language, pharmacy practice area, geographic location, and other perspective shaping backgrounds.”

PATIENTS & COMMUNITY

Provide focused **education, training and resources** to empower PSW members to address systemic racism and advance DEI with intentional efforts to combine delivery modalities for optimal impact on patient care and achieving health equity.

Providing support, mentoring, networking, and coaching opportunities amongst members on DEI topics to **improve patient care** and health of WI communities.

Partner with other community stakeholders on DEI efforts and share progress with membership.