



January 2024 UR Medicine Department of Pharmacy Equity & Inclusion Committee Newsletter

2023 HIGHLIGHTS

Scholarship Program

Sochima Oriaku from University of Maryland Eastern Shore College of Pharmacy completed our second year of the APPE Scholarship program. He completed a rotation in internal medicine at URM and in primary care at Manhattan Square Family Medicine (many thanks to our preceptors who volunteered!). He enjoyed his time here and even was able to attend his first ever in-person baseball game at the URM Pharmacy Red Wings game night out! He applied to several fellowships related to cardiology care and is waiting to hear back.

SMH Pharmacy Department Diversity, Equity and Inclusion Survey

We invited all staff to give feedback to help us identify areas for improvement to foster a more inclusive and welcoming work environment. A huge thank you to the 142 participants. We are working on an action plan based on your responses- more to come this year!

PATIENT CARE

[Antiracist Documentation Practices — Shaping Clinical Encounters and Decision Making | NEJM](#)

Check out the article featured in the [New England Journal of Medicine](#) discussing the importance of efficient documentation of race in clinical care as this documentation can influence clinical decision making. The article encourages clinicians to allow patients to identify their own race when relevant to care and document in more optimal sections, such as social history, rather than in a brief opening of clinician notes.

DEI Learning Opportunities

[Transforming Awareness into Action](#) Free DEI Educational Series

Reminder that ASHP's [archived series](#) on DEI is accessible to all (membership not required), and many offer CE. All activities include resources to promote self-awareness and practical tools designed to transform your awareness into action.

CE:

- [Laying the Foundation \(Part 1\): How to Understand You and Your Role in Inclusive Considerations](#)
- [Navigating Contentious Conversations \(Part 2\): How to Make Connections and Address Behaviors through Difficult Discussions](#)
- [Leadership Strategies for Improving DEI in the Workplace](#)
- [Obligations of Pharmacy Professionals, Institutions, and Organizations to Address Social Determinants of Health Inequity](#)
- [Incorporating Diversity, Equity and Inclusion into Pharmacy Student, Resident and Preceptor Training](#)
- [Incorporating Diversity, Equity, and Inclusion into Pharmacy Student, Resident, and Preceptor Training Part II](#)

Educational only:

- [Affirming Pharmacist Care: Understanding Disparities and Creating an Inclusive Environment for Sexual and Gender Minorities](#)
- [Enhancing Cultural Awareness and Safety in Pharmacy Practice: “The Heart Work”](#)

DEI Content Anytime

Offices of Human Resources' Learning and Development department and Equity and Inclusion offer learning opportunities on diversity, equity, and inclusion via [MyPath](#). Accessible to all faculty and staff, this educational content aligns with the University's Meliora values. New modules on a variety of DEI topics will be released regularly. Content is a range of materials, including podcasts, interactive micro-learning modules, and instructor-led trainings. For more information, visit the [HR website](#).

UPCOMING EVENTS

[Crystal Z Campbell: Lines of Sight](#)

February 8, 2023-January 7, 2024 at Memorial Art Gallery. *Lines of Sight* illuminates the 1921 Tulsa Race Massacre, when white mobs attacked and killed hundreds of Black residents, destroying over 35 city blocks of the predominantly Black Greenwood district (a.k.a. Black Wall Street) in Tulsa, Oklahoma. However, rather than images of the massacre, this immersive exhibition offers an alternative narrative revealing Black communities that thrived despite the massacre.

[Represent: Great Women Artists at MAG](#)

September 1, 2023-April 14, 2024 at Memorial Art Gallery, Forman Gallery. Art historian Linda Nochlin's influential 1971 essay shed light on the cultural and institutional obstacles to women's success in the arts throughout history. With *Represent: Great Women Artists at MAG*, the museum celebrates women artists in the permanent collection as it acknowledges that despite the significant gains made, women are still underrepresented in the art world and in museum collections.

[Greater Rochester Martin Luther King Jr. Commission](#)

Monday, 1/15/24, 9:00 - 10:30 am (in person) at Kodak Hall at Eastman Theatre.

[Author Rachel Swarns to deliver 2024 Martin Luther King Jr. Commemorative Address](#)

Friday, 1/19/24, 6 - 7:30 pm (in person) at Feldman Ballroom, Frederick Douglass Commons. Rachel Swarns, journalist, author, and an associate professor of journalism at New York University, will deliver the University's 2024 MLK Commemorative Address. The event is free and open to the public.

[Black History Month Showcase](#)

Monday, 2/12/24, 7:30 - 9:00 pm (in person or watch the livestream). The [Black Student Union at Eastman](#) has put on a Black History Month Showcase recital since the beginning of its organization in 2018. The goal is to promote music by black composers and showcase the black students at Eastman.

OUR TEAM

Chair: Allison Trawinski **Recruitment Subcommittee Leader:** Sarah Amering **Sponsor:** Curt Haas

Members: Viktoriya Avlasevich, Andrew Choma, Melissa Falcone, Melissa Fagnoli, Stacy Fredrick, Kathy Iannone, Samantha Heacock, Stephanie Hosie, Shaili Patel, Elizabeth Rightmier, Kelly Segal, Dom Rossi, Julia Schaub, Jennifer Trovato

OUR MISSION

The Department of Pharmacy at University of Rochester Medical Center aspires to make every person feel safe, welcome and supported at all times, to be a place where everyone, regardless of identity or challenges they face is lifted up to become their best and healthiest self; to serve as a powerful force for eliminating racism, division and exclusion in our communities and beyond.

[We welcome suggestions and feedback!](#)