

# January 2025 UR Medicine Department of Pharmacy Equity & Inclusion Committee Newsletter

Thank you, Curt Haas!



A few years ago, I suggested Curt read *That's What She Said: What Men (and Women) Need to Know About Working Together*, a book I brought back from a women's conference. I truly appreciated not only that he read it but that he wanted to take action as well. Then came COVID and a reignited racial justice movement, and Curt championed the creation of our department's diversity and equity team. We are so grateful for his leadership, support, and commitment to making our department a better place. The successes of our committee would not have been possible without his advocacy and dedication to the cause.

Curt, we wish you the very best in your next adventure—you will be deeply missed!

- Allison and the E&I Committee

## 2024 Year-in-Review

### **Scholarship Program**

Destiny Walker, a Doctor of Pharmacy candidate from University of Maryland Eastern Shore completed our third year of the APPE Scholarship program. She successfully completed experiences in primary care at Manhattan Square Family Medicine and pain management and palliative care at the Complex Care Center and Strong Memorial Hospital. She enjoyed her time here in Rochester and was able to attend a Red Wings game, visit the public market, and get to know our URMC pharmacy team. Thank you to all who helped Destiny achieve her goals and made her feel welcome. She is currently applying for residency programs focusing on primary care and pain management. We wish her the best in her future endeavors!

We are currently recruiting for our 2025 scholarship student. Please reach out to anyone on the Committee for more information if you are interested in participating as a preceptor.

### **Educational Needs Assessment on Equity & Inclusion for Managers and Supervisors with Reports Survey**

We conducted a needs assessment survey In August 2024 to better understand the educational priorities of our managers and supervisors around DEI. In addition to identifying key training topics, we assessed where we currently stand on our DEI journey to serve as a benchmark. More to come in 2025!

### **In-Services Offered at Pharmacy Chat**

- Interpreter Services provided a general orientation of their program at Strong Memorial Hospital including topics like how to get in touch with their team, regulations, policies, fluency spectrum, patient preferences and preferred languages, deaf patients and proficiency assessments for staff on October 8th.
- Ambulatory clinical pharmacy specialist Amanda Foster presented on Navigating Social Determinants of Health in Pharmacy Settings on December 17th. She provided an overview of SDoH, reviewed how patients with positive findings may present to the pharmacy team and shared available resources for us to help patients address them.
- If you missed either in-service, all handouts are available in Box: <https://rochester.box.com/s/7j0o7u4x3giw3vy84x78czflczw4cgzm> and chat recordings are saved in the share drive: Pharm\_Share\ADMINISTRATION\Pharmacy Chat

Join us

**We're always open to new members.**

We meet virtually once a month for an hour. If you're interested please reach out to [allison\\_trawinski@urmc.rochester.edu](mailto:allison_trawinski@urmc.rochester.edu).

## PATIENT CARE

**[Moving forward from Cockcroft-Gault creatinine clearance to race-free estimated glomerular filtration rate to improve medication-related decision-making in adults across healthcare settings: A consensus of the National Kidney Foundation Workgroup for Implementation of Race-Free eGFR-Based Medication-Related Decisions](#)**

The authors of this article published in AJHP in November advocate for using race-free estimated glomerular filtration rate (eGFR) over Cockcroft-Gault (C-G) estimated creatinine clearance in adults with stable kidney function to enhance medication related decisions. It highlights limitations of relying on C-G eCrCL for medication dosing including the increase in average body weight of the US population, variation in body weight parameters used to calculate, and the equation being developed with data from primarily white males. The National Kidney Foundation, the American Society of Nephrology, and 2024 KDIGO Guidelines recommend adjusting standardized eGFR using patient's BSA for improved dosing decisions.

## UPCOMING EVENTS

**Events are added often, so be sure to check out [the University of Rochester Calendar](#) for updates!**

**[The Informed Consent Process for Adults with Intellectual and Developmental Disabilities](#)**

**Wednesday, January 15, 2025 12:00pm-1:00pm - Virtual Event.** Individuals with intellectual and developmental disabilities (IDD) are often excluded from health research, which leads to reduced quality of health care and unknown treatment effectiveness. One of the often-perceived barriers to inclusion of research participants with IDD is the informed consent process. Kasey Fitzpatrick, BA, and Beth Malow, MD, from the Vanderbilt Kennedy Center, aim to provide strategies to make this an easier and more successful process for researchers and participants with IDD through this presentation.

### ["Strength to Love" MLK Jr. Birthday Reading](#)

**Wednesday, January 15, 2025 12:00pm-1:00pm - Virtual Event.** In celebration of Dr. Martin Luther King, Jr.'s birthday on January 15, join facilitators from the Office of Equity and Inclusion's restorative practices team to read and reflect on excerpts from King's book, *Strength to Love*.

### [Department of Psychiatry events honoring Martin Luther King Jr.](#)

Join the Department of Psychiatry **throughout the week of January 20** for its Martin Luther King Jr. Celebration. [Learn more and register to attend events honoring King's legacy.](#)

### [George Walker Center for Equity and Inclusion in Music: LGBTQ+ Celebration](#)

**Monday, January 27, 2025 7:30pm-9:30pm - Virtual or in-person in Hatch Recital Hall.** Eastman School of Music's George Walker Center Recital Series presents a celebration of LGBTQ+ performers and composers. Admission is free and open to the public. Recommended for ages 6 and above.

### [MLK Commemorative Address: Giancarlo Esposito](#)

**Thursday, January 30, 2025 5:00 pm in Strong Auditorium.** Actor Giancarlo Esposito, best known for *Breaking Bad*, *The Mandalorian*, and *Do the Right Thing*, will deliver the University's annual Martin Luther King Jr. Commemorative Address and will meet with student leaders in Douglass Leadership House before the address.

### [Black History Month Showcase](#)

**Wednesday, February 19, 2025 7:30pm-9:00pm at Kilbourn Hall.** 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. There is also an option to [Watch the Livestream.](#)

### [Plutzik Reading Series: Gabriel Bump](#)

**Thursday, February 20, 2025 5:00pm-6:00pm at Rush Rhees Library.** Join the 62nd season of the Plutzik Reading Series, where award-winning author Gabriel Bump will read from his recent works, answer questions and sign his books.

[Scent of Spring: A Celebration of Persian New Year/Nowruz](#)

**Sunday, March 23, 2025 3:00pm-7:30pm at Wilson Commons.** In partnership with Shahin Monshipour of SeeMorph, LLC, the University of Rochester invites you to join for a vibrant celebration of Nowruz, the Persian New Year and Spring Equinox. Experience an array of artifacts, delicious food, educational materials, art and music from members of the Iranian, Turkish, and Afghan communities.

## OUR TEAM

**Chair:** Allison Trawinski, **Sponsor:** Curt Haas, **Members:** Ethan Acey, Sarah Amering, Kelly Cole, Mildred Evans, Melissa Fagnoli, Amanda Foster, Stacy Fredrick, Stephanie Hosie, Kathy Iannone, Samantha Heacock, Salma Moustafa, Shaili Patel, Elizabeth Rightmier, Dom Rossi, Joy Snyder, Ali Stitt

**Interested in joining?** Email Allison Trawinski at [allison\\_trawinski@urmc.rochester.edu](mailto:allison_trawinski@urmc.rochester.edu).

## 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!](#)