



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

STRATEGIC PLAN AND SURVEY NEXT STEPS

We're thrilled to share some exciting progress from the Pharmacy Department's Equity and Inclusion Committee. Over the past few months our leadership, while incorporating valuable feedback from all of you, has been hard at work developing a comprehensive plan to promote equity and inclusion within our department.

We're pleased to announce the launch of two key objectives aimed at fostering a more inclusive and equitable workplace environment in our department's strategic plan:

- **Objective 1.1.5: Developing Educational Training Content.** *By June 2024, we aim to develop and present educational training content on equity and inclusion topics tailored to the needs of our department. This content will be made available to all managers and supervisors. To ensure comprehensive coverage, we'll establish a calendar for training completion across all areas of the department. Additionally, we'll integrate this training into routine onboarding processes, ensuring that every team member receives this essential education within a defined timeframe. To gauge the effectiveness of our programming, we'll incorporate regular evaluations to continuously improve our approach.*

- **Objective 1.2.1: Implementing Mandatory Training Program.** *By June 2024, we will implement a mandatory training program focused on equity and inclusion principles for all staff involved in hiring, supervision, and promotion of pharmacy staff. This program will be a requirement for all new hires with direct reports, ensuring that our commitment to equity and inclusion is embedded in every aspect of our workforce management processes.*

We're kicking off our plan by developing a needs assessment survey specifically designed for manager training related to equity and inclusion. Your input will be invaluable in shaping our training recommendations. Once the recommendations are finalized, we'll roll out the training program checklist and gather feedback to ensure its effectiveness.

This journey toward a more inclusive and equitable workplace requires collaboration and commitment from each of us. Together, we can create a culture where every voice is heard, respected, and valued.

Thank you for your dedication to building a more inclusive Pharmacy Department. We look forward to achieving these objectives together.

PATIENT CARE

Role of Pharmacy in Addressing Health Disparities in Underserved Populations

[ASHP Insights podcasts](#) focus on topics and perspectives surrounding Diversity, Inclusion and Intersectionality in the healthcare and pharmacy space. Check out two new podcasts released in February that discuss the role of pharmacy in supporting and caring for patients experiencing health disparities:

- [Role of Pharmacy in Addressing Health Disparities in Underserved Populations \(Part 1\)](#)
- [Role of Pharmacy in Addressing Health Disparities in Underserved Populations \(Part 2\)](#)

UPCOMING EVENTS

[Happy Ramadan!](#) from the Office of Equity and Inclusion and the Pharmacy Department Equity and Inclusion Committee

Check out OEI's [Happy Ramadan!](#) webpage and the attached posters to learn about important dates, its purpose, greetings, observing, and rules for eating and fasting for this holy month observed by Muslims.

[Dobro Slovo: Russian Conversation Hour](#)

Every Saturday in April 2024 12:00 pm to 1:00 pm - Frederick Douglass Commons, Language Center 305. Dobro Slovo is an informal Conversation Hour in Russian offered by the Language Center and open to everyone and to every level of knowledge of the language.

[URMC Transgender Health Extension for Community Healthcare Outcomes \(ECHO®\)](#)

From April 10, 2024 – June 26, 2024, the virtual series will be offered on the second and fourth Wednesday of each month from 12:00-1:00pm. [The Gender Patient Support \(GPS\): Health & Wellness Program's](#) Project ECHO is a virtual learning space for health care providers and therapists across Western NY in providing gender-affirming care to transgender and gender diverse adults. We welcome health care providers of all disciplines and of any specialty, who serve patients in Western NY. There is no fee for participation. Learn to provide compassionate health care to transgender and gender diverse patients, including the basics of gender-affirming hormone management for adults. 6 sessions will cover the following topics:

- Language, Definitions, and Best Practices for Affirming Documentation in the EHR
- An Introduction to Gender Affirming Medical Care, and the Informed Consent Model
- Testosterone and Menstrual Suppression
- Estrogen and Anti-Androgens
- Partnership with Behavioral Health Providers
- Preventative Health and Caring for Older Transgender Individuals
- Sexual and Reproductive Health Considerations for Gender Diverse Individuals

[Slavery's Survivals: Intimacy, Informality, and Inequality in a Brazilian City](#)

Thursday, April 11, 2024 5:00pm - Rush Rhees Library, Humanities Center Conference Room D. This talk by Brodwyn Fischer who is a professor of Brazilian and Latin American history at the University of Chicago is built from the archival scraps of everyday lives in Recife, an iconic northeastern city that helped give birth to Brazil's myth of racial democracy. It explores how the intimate but radically unequal relational networks that sustained urban slavery persisted after abolition, shaping the pursuit of full freedom and structuring urban racial and spatial injustice to the present day.

[Spring 2024 Community Dialogues](#)

In-person sessions will be held from 5 to 7 p.m. on April 11, and May 2.

Virtual sessions will be held from noon to 1 p.m. on April 17, and May 15.

Interfaith Chapel. Join the Office of Equity & Inclusion's Restorative Practices team for one or more community dialogues. These dialogues are open to all students, staff, and faculty. They are a time for us to come together as one University community to share both the challenges and the joys that we experience. Each dialogue will be facilitated in a 'circle' format and participants will help shape the topics. [Registration](#) is required.

[Omatsuri](#)

Saturday, April 13, 2024 2:00pm to 5:00pm - Wilson Commons, Porch. Come celebrate with the Japanese Students' Association at their end-of-year school festival, which is our biggest event of the year! We'll have kimono dress-up, calligraphy, minigames, Japanese snacks, and some special performances.

[Why Erica Garner Also Couldn't Breathe: Maternal Grief and Black Politics](#)

Tuesday, April 16, 2024 5:00pm - Rush Rhees Library, Humanities Center Conference Room D. Juliet Hooker is Professor of Political Science at Brown University. She is a political theorist specializing in racial justice, Latin American political thought, Black political thought, and Afro-descendant and indigenous politics in Latin America. The talk highlights the history of black maternal grieving to explore the costs and injustices that accompany the instrumentalization of black mourning as a democratic resource.

[Holocaust Remembrance Concert](#)

Sunday, May 5, 2024 7:30pm to 9:00pm - Kilbourn Hall. This series of annual concerts was launched in 2014 by Wegman Family Professor of Violin Renée Jolles in honor of her father, Jerome Jolles, who buried bodies as part of a work detail in Romania during the Nazi occupation. He survived and came to the United States, where he finished his studies at Juilliard in music performance and composition. A virtuoso accordion player, piano teacher, and composer, Mr. Jolles died in January 2014.

[Asian Pacific American Heritage Celebration Day](#)

Sunday, May 19, 2024 12:00pm to 5:00pm - Memorial Art Gallery. Join us for Asian Pacific American Heritage Celebration Day! Enjoy free museum admission, community and cultural displays, live performances, and more. Celebration Series offers Rochester area families and community members the opportunity to learn more about specific cultures and communities. Registration to come.

[Health Bites: Difficult Conversations with Children](#)

Tuesday, June 11, 2024 12:00pm to 1:00pm (virtual). This workshop identifies what makes conversations with children difficult, reviews practical strategies to guide parents and families through tough talks and suggests relevant resources such as publicly available resources and support available in your community.

OUR TEAM

Chair: Allison Trawinski **Recruitment Subcommittee Leader:** Sarah Amering **Sponsor:** Curt Haas
Members: Jennifer Falvey, Melissa Fagnoli, Stacy Fredrick, Kathy Iannone, Samantha Heacock, Shaili Patel, Elizabeth Rightmier, Kelly Segal, Dom Rossi, Julia Schaub

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!