

# October 2024 UR Medicine Department of Pharmacy Equity & Inclusion Committee Newsletter



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

As part of our Pharmacy Department's strategic plan, we conducted a needs assessment survey to better understand the educational priorities of our managers and supervisors around diversity, equity, and inclusion (DEI). Our goal is to provide meaningful, relevant training to advance our DEI efforts. In addition to identifying key training topics, we assessed where we currently stand on our DEI journey. This will serve as a benchmark for comparing our progress year over year.

The top seven priorities identified from available trainings in MyPath were:

1. **Health & Wellness: Combatting Stress & Anxiety**
2. **Team Building for Leaders**
3. **Mental Health Awareness**
4. **Managing a Multigenerational Team**
5. **Building Inclusive Leadership**

## 6. Change Management for Leaders

## 7. Emotional Intelligence

More guidance will be shared with managers soon regarding specific training requirements for the upcoming year.

Any interested staff can access these and many more ongoing learning opportunities available from the [DEI Content Anytime](#) initiative in [MyPath](#) at their convenience.

We will continue to assess our position on the DEI journey in the coming years to ensure we make meaningful progress. In line with the next steps of our strategic plan, our department is committed to expanding this initiative by providing training on healthcare disparities and social determinants of health for all learners (students, interns, residents, pharmacists, technicians, etc.) and preceptors. We also aim to promote the integration of these critical topics into our teaching practices by incorporating related elements into assessment rubrics for presentations.

Stay tuned for more updates as we continue to advance our DEI mission.

## SMH Interpreter Services In-Service at Pharmacy Chat Next Week

Associate Directors of Language Services Jason Hubbard (Spanish and Foreign Language) and Morgan Underwood (ASL) will join the Tuesday, October 8, weekly Pharmacy Chat to present a general orientation to Interpreter Services available at Strong Memorial Hospital. They'll cover 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.

## PATIENT CARE

### Lifespan Gives Strong Outpatient Pharmacy a Shout-Out

This summer Lifespan Board of Directors recognized Mike Flannery, Cindy Apostolakos and the Strong Outpatient Pharmacy team for their work partnering to vaccinate hard to reach older adult residents of Monroe in 2023/24. Their collaboration brought clinics to over 25 locations to vaccinate 694 people aged 60 and over against COVID and flu!











## Resources

### [American College of Clinical Pharmacy Diversity, Equity, Inclusion, and Accessibility Toolkit](#)

The ACCP DEIA Toolkit provides a comprehensive set of resources aimed at advancing DEIA initiatives in clinical pharmacy. It offers guidance on implementing DEIA principles in education, research, and practice. The toolkit includes articles, webinars, best practices, and strategies to help members address health disparities, foster inclusivity, and promote equitable care. It serves as a valuable resource for pharmacy professionals committed to integrating DEIA into their daily practice. For more details, visit: [ACCP DEIA Toolkit](#).

### [The New England Journal of Medicine - Efforts Towards Equity](#)

The New England Journal of Medicine published six perspective pieces discussing DEI related problems and how the authors' and their peers proposed solutions locally. Check out two highlights below:

- [A Multitiered Mentorship Model - Fostering Inclusive Pathways to Health Careers](#)  
Reviews the lack of diversity in health-related fields and focuses on a small group of high school students to support their interest in STEM careers. A mentoring program named

STEM+M Connect was utilized to bring undergraduate mentors of various backgrounds to high school students to assist with career exploration. Preliminary results show that early opportunities for career exploration increases high school participants' interest in STEM and health-related fields, as well as confidence in their ability to succeed and belong, with 11 out of the 37 participating students enrolling in college for STEM or health -related fields.

- [An Urban Farm-Anchored Produce Prescription Program - Food as Medicine and Economic Justice](#) Explores the implementation of a produce prescription program called VeggieRx to a food insecure population in Chicago. The produce prescriptions were provided by clinicians to patients with diet-related disease also experiencing food insecurity. Patients had appointments with clinicians at an agricultural facility that was accessible by bus and train routes where they could receive weekly prescriptions for fresh produce, nutrition education classes, dietary counseling and cooking lessons. Classes were held in person and virtually in English and Spanish and were also posted online. In 2023, a total of 2,592 patients have participated with 31% reporting a decrease in food insecurity. The authors also found that their VeggieRx participants had significant reductions in weight and BMI when compared to control group from same health system.

## UPCOMING EVENTS

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

### [Community Dialogues: Fall 2024](#)

**Wednesdays, September 11, 2024 to December 18, 2024 - Hybrid event.** The [Office of Equity and Inclusion](#) welcomes all members of the University to join in creating intentional time and space to build a sense of connection community. Each session is facilitated by OEI's restorative practices team using a "circle" format. All session topics are open with participants shaping the conversation. Registration is required for all sessions. [Go here to register.](#)

### [Hispanic Heritage Celebration Day](#)

**Sunday, October 6, 2024 12:00pm to 5:00pm at 500 University Avenue.** Enjoy free museum admission, community and cultural tables, live dances and music, performances and presentations around Hispanic countries. Experience storytelling, arts & crafts, a youth

performance, and more. Our spotlight country this year is Peru and the theme is "Pioneers of Change: Shaping the Future Together."

### Film Screening & Panel Discussion: "Everybody's Work"

**Tuesday, October 8, 2024 4:30pm to 6:00pm at Helen Wood Hall, SON Auditorium.**

*Everybody's Work* uncovers the pervasive issue of racism in healthcare, revealing its harmful effects on patients and nurses alike. Through the courageous stories of nurses and patients of color across the country, this documentary challenges the belief that racism only exists if personally experienced. It urges us to confront the reality that it impacts us all.

### Fall 2024 Lorri L. Jean & Darrel Cummings LGBTQ Leadership Lecture and Dinner featuring Maria Sjödin

**Wednesday, October 9, 2024 6:00pm to 7:30pm at Frederick Douglass Commons, Feldman Ballroom (second floor).** Maria Sjödin, LGBTQ activist and executive director of Outright International, gives the next Lorri L. Jean and Darrel Cummings LGBTQ Leadership Lecture, hosted by the Paul J. Burgett Intercultural Center. Sjödin launched groundbreaking initiatives, such as Outright's COVID-19 Global LGBTIQ Emergency Fund, and pioneered engagement with international businesses. Dinner will be provided by Livie's Jamaican. [Register here for this free event by October 7.](#)

### 2024 Boundless Together: How do we move forward when we disagree?

**Tuesday, October 15, 2024 8:00 am to 4:45 pm at Rochester Riverside Convention Center.** The conference endeavors to generate meaningful and purposeful conversation around civil discourse, restorative practices, wellness, and DEIJ topics at our schools and in our community and explore equitable and sustainable compliance practices within higher education that align with DEIJ and our ever-changing world. This year's keynote speaker is Pulitzer winner Isabel Wilkerson, author of the critically acclaimed, New York Times bestseller *Caste: The Origins of Our Discontents*. Registration is required: <https://www.grsreg.com/boundlesstogether24/>

### Gateways Music Festival: Film Screening of the Harlem Hellfighters & Panel Discussion

**Thursday, October 17, 2024 7:30 pm to 10:00 pm at Hatch Recital Hall.** [The Gateways Music Festival](#) offers several free options between October 12-18. This event invites you to an

enlightening evening centered around the legacy of the Harlem Hellfighters, the renowned African American regiment whose pioneering contributions extended beyond the battlefield and into the world of music. Led by the legendary composer James Reese Europe and produced by Robin Roberts, the Hellfighters brought the sounds of jazz and ragtime to the frontlines of World War I, forever changing the landscape of American music.

## OUR TEAM

**Chair:** Allison Trawinski **Recruitment Subcommittee Leader:** Sarah Amering **Sponsor:** Curt Haas  
**Members:** Ethan Acey, 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

## 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!