

Diversity, Equity, and Inclusion in the College of Pharmacy Curriculum



Faculty Communities for Inclusive Teaching, 2017

Karen B. Farris, PhD and Jolene R. Bostwick, PharmD, BCPS, BCPP

Project Overview

- The goal was to expand the quantity and/or depth of diversity, equity and inclusion (DEI) content and activities in two University of Michigan College of Pharmacy course sequences
 - Review of curriculum of the PharmD professional program to determine how issues of DEI may be included
- First, there was promotion and dissemination of DEI values for all College of Pharmacy faculty and staff
 - An educational session raising awareness and focus on knowledge development in unconscious bias. Self-reflection occurred as well.
- Second, workshops took place including those who work in two particular course sequences offered at the College of Pharmacy.
 - The workshops brought together various faculty within the two course sequences to streamline content, better understand core teaching principles, and to explore how their respective syllabi can include DEI examples and values
- Faculty in the courses will create new DEI examples and content, and it will be linked to national accreditation standards.
- Results were presented to the Curriculum and Assessment Committee of the College.

Participants

- Educational setting
 - All faculty and staff of the University of Michigan College of Pharmacy
 - Knowledge development focusing on unconscious bias and self-assessment
- Workshop Activities
 - Faculty from the five pharmacotherapeutics courses
 - Faculty from the three healthcare systems courses

Key Insights / New Questions

- Thoughtful discussions among faculty about how content can be more inclusive
- Only slight adjustments needed to existing content to facilitate discussions of DEI content
- Examples of such adjustments/additions are included below:

Pharmacotherapeutics

Course Number	Population	Topic	Comments
P602	LGBTQ	Contraception	Review assumptions and how we can incorporate this population into OTC and Rx contraception discussions
	Sickle cell	Pain	Include a pain case in a patient with sickle cell disease
	Disabilities	Heart failure	Include a patient with heart failure who is also coping with a disability and how this impacts care
	Transgender	Heart failure	Include a case with a transgender individual who is transitioning and is on spironolactone
	Religious beliefs	Anticoagulation	Discuss the impact of culture on receiving specific drug products
P612	Religious beliefs	Diabetes	How fasting (e.g., Ramadan) will impact insulin requirements
	Transgender	Men's Health	Specific needs of individuals who are transitioning
P702	Cystic fibrosis	Pharmacokinetics	Ensure unique needs of this population are discussed
	Morbid obesity, amputees	Pharmacokinetics	How to adjust calculations of renal function based on weight to optimize dosing of vancomycin and aminoglycosides
P712	Socioeconomic status	Inflammatory bowel disease and viral hepatitis	Emphasize cost of treatments as a barrier

Course Number	Topic	Comments
P516	Medicare/Medicaid	Discuss access, including health disparities and consider how changes in the Affordable Care Act will impact access for Healthy Michigan
	Private Payers	Emphasize how coverage only applies to employed individuals
	Support agencies for developmental disabilities	Provide an overview of barriers to pharmacy access for individuals with developmental disabilities
	Health system institutions	Highlight the important role of safety net hospitals
	Diversity of health workforce	Addition of a lecture highlighting the importance of diversity within the health workforce to be representative of the people they serve
	Site visits	Add the following issues to the rubric for students to consider: accessibility to pharmacy/setting (ambulation problems, loss of vision, loss of hearing, ESL, transportation/delivery of meds) and race and ethnicity of workplace.
P616	Socioeconomic issues	Medication reconciliation at discharge (e.g., transitions of care, LACE) and role of social work
	Medication safety, technician supervision	Include pictures for a diverse range of providers
	Unconscious bias	Consult with Regina McClinton, PhD to debrief unconscious bias cases/examples regarding drug diversion or human resource management
	Clinical service development project	New topics may include, transgender support services; literacy/numeracy assessment in ambulatory care; develop delivery system for individuals with transportation issues. Also plan to embed issues into grading rubric.
P706	Patient-reported outcomes	Discussion of the cultural sensitivity of survey items (e.g., SF36) and the impact of racial and social demographics on symptom reporting
	Generate survey	Students will create own survey as a project within the course and address DEI with respect to medication use and pharmacy
	Pharmacoeconomics	Discussion of quality adjusted life years and representativeness of trials

Resources

- Facilitated Trainings on Unconscious Bias & Facilitating DEI discussions by LaRonda Chastang and Clarissa Love
- Current College of Pharmacy curriculum
- College's DEI plan
- 5-course series of Pharmacotherapeutics course syllabi
- 3-course series of Healthcare systems course syllabi
- National accreditation standards

Next Steps

- Continuing to discuss and explore lessons and materials to fully develop the ideas brought up during the workshop
- Adding changes to the curriculum
 - After one academic year of the implemented curriculum, evaluate the changes and ask students for feedback
- Apply other DEI workshops and changes in curriculum to other course sequences at the University of Michigan College of Pharmacy PharmD professional program
- Publish an essay about increasing and expanding DEI efforts in the curriculum with particular emphasis on unconscious bias training and curricular changes

Artifacts

- Overall positive response from participants
- Faculty who are engaged and committed to including and learning more about DEI