

Diversity, Inclusion, and Health Equity at the University of Florida College of Pharmacy

OEP Town Hall
October 27, 2021



College of Pharmacy
*Office of Diversity, Inclusion
and Health Equity*
UNIVERSITY of FLORIDA

Agenda

- Who we are?
- What are we doing?
- What can you expect of us?
- How can we help?



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What We Strive To Be

The University of Florida College of Pharmacy strives to stimulate a culture that promotes diversity and inclusion within an exceptional community of students, faculty and staff. We welcome applicants from diverse backgrounds and are committed to developing leaders who respect, support and have a positive impact on all individuals



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UF COP Office of DIHE



John Allen, PharmD

Associate Dean for
Diversity, Inclusion,
and Health Equity



**Veena Venugopalan,
PharmD**
DIHE Campus
Coordinator- GNV



Tyisha Hathorn, PhD
DIHE Campus
Coordinator- GNV



**Chardaè Whitner,
PharmD**
DIHE Coordinator- JAX



Milena Ozimek
DIHE Coordinator- ORL



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Diversity, Inclusion, and Health Equity (DIHE) at the UF COP

Recruitment and Retention
of A Diverse Workforce and
Student Body

Development of an
inclusive environment
where everyone is
respected for what they
contribute to the COP
community

Development of ***culturally
intelligent pharmacy
professionals*** prepared to
meet the needs of a diverse
patient population

Facilitation of research to
promote health equity



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Current DIHE Activities

Recruitment/Retention

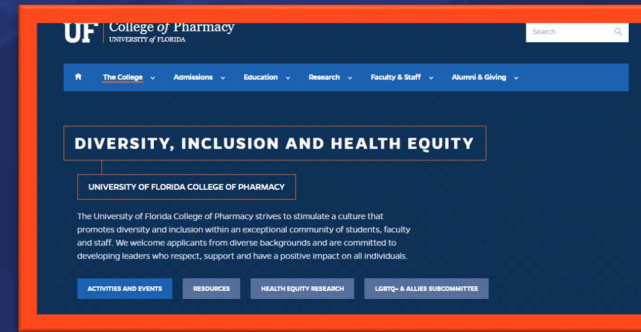
- Pipeline programs to expand access to the College and promote academic success
 - SHPEP, Keys to Success, ReTOOL/SURF programs, GatoRx Launch
- Updated PharmD student admissions
 - Diversity statement for all applicants
 - PCAT optional



Current DIHE Activities

Develop an inclusive culture

- Intentional celebration of historically minoritized groups
- Pharmily Villages: Trainee Affinity Groups
Individual focus groups for PharmD students at each campus, graduate students, URM students/staff, CQM
- Updated DIHE website
COP Student Mistreatment form to allow bias reporting



UF COLLEGE OF PHARMACY CONDEMNS RACIAL VIOLENCE AND HATE AGAINST ASIAN AMERICANS

The University of Florida College of Pharmacy condemns the recent wave of racial violence and hate against individuals of Asian heritage throughout our nation. The deadly shootings in Atlanta this week have affected many members of our College of Pharmacy community, and we mourn the victims of these violent acts.

These unprovoked attacks are another example of our nation's struggle with racism and violence against people of color. We stand united with our Asian trainees and colleagues to foster an inclusive environment where everyone is treated with dignity and respect.

The college does not tolerate discrimination in any form and is dedicated to promoting a more just world free from racism and hate.

- Dean Julie Johnson



Current DIHE Activities

Develop culturally intelligent pharmacy professionals

- PharmD students
 - Better integration of SDOH, cultural humility, and other D&I-related matters across curriculum
 - Gender, sexual orientation, accessibility, race/ethnicity
- All
 - DIHE Dialogues: Webinar series on DIHE topics



Current DIHE Activities

Health Equity

- Collaborating with student organizations to distribute marketing materials designed to dispel COVID vaccine myths (English, Spanish, Creole/Haitian)
- Representing the College on UF Health Vaccine Access Task Force
 - Two-pronged approach: Education and equitable community access
 - Community and faith leaders, local political leaders, FL DOH, UF Health
 - Focus is on Eastside Gainesville and other communities in Alachua County reduced vaccine access

UF New Year. New Hope. *Make every shot count.*
Busting COVID-19 Vaccine Myths
 Common questions and myths about the COVID-19 vaccine answered.

- 1) Do I need to wear a mask after I am vaccinated?**
 Yes! Keep masking and distancing!
- 2) Am I immune as soon as I'm vaccinated? Can I get still COVID-19?**
 After you're vaccinated with both doses, you should develop immunity in about one to two weeks. Therefore, it is possible to be infected with COVID-19 just before or just after vaccination and then get sick because the vaccine did not have enough time to provide protection.
- 3) Can I get COVID-19 from the vaccine?**
 Nope! There is no live virus in the COVID-19 vaccine.
- 4) Isn't one dose enough?**
 No. For the vaccines currently available, two doses are required for the vaccine to work best. Get the second dose when scheduled, even if you had mild side effects after the first one, unless your health care provider advises you not to get the second shot.
- 5) The COVID-19 vaccines were developed quickly. Are they unsafe?**
 No safety steps were skipped when developing the COVID-19 vaccines. The real-world evidence also shows that they are very safe!
- 6) Can the vaccine track me?**
 No. There is no tracking technology in the vaccine.
- 7) Does the vaccine change my DNA?**
 Nope! It teaches your cells how to recognize the virus and fight it, but it doesn't impact the part of our cells where DNA is found.
- 8) Can the vaccine make me sterile?**
 Nope. It can't make anyone sterile.
- 9) If I'm allergic to eggs can I get the COVID-19 vaccine?**
 Yes, you can take the COVID-19 vaccines currently available.
- 10) Can the vaccine give me HIV?**
 Nope. However, having HIV means you are at a higher risk for complications from COVID-19, and being vaccinated can reduce that risk.

[Learn more at Coronavirus.UFHealth.org](#)

UF Año nuevo. Esperanza nueva. *Aproveche cada vacuna.*
Mitos sobre la vacuna contra la COVID-19 desmentidos
 Respuestas a preguntas comunes y mitos sobre la vacuna contra la COVID-19.

- 1) ¿Debo usar mascarilla después de vacunarme?**
 Sí. ¡Siga usando mascarilla y manteniendo la distancia!
- 2) ¿Seré inmune tan pronto me vacuno? ¿Puedo contraer la COVID-19?**
 Si recibe ambas dosis de la vacuna, debería desarrollar inmunidad en alrededor de una a dos semanas. Por lo tanto, es posible infectarse con COVID-19 justo antes o justo después de la vacunación y luego enfermarse porque la vacuna no tuvo suficiente tiempo para proporcionar protección.
- 3) ¿Puedo contagiarme de COVID-19 por la vacuna?**
 ¡No! No hay un virus vivo en la vacuna contra la COVID-19.
- 4) ¿Una dosis no es suficiente?**
 No. Para las vacunas disponibles actualmente, se necesitan dos dosis para que la vacuna funcione de la mejor manera. Reciba la segunda dosis cuando esté programada, incluso si tuvo efectos secundarios leves después de la primera, a menos que su proveedor de atención médica le aconseje no recibir la segunda inyección.
- 5) Las vacunas contra la COVID-19 se desarrollaron rápidamente. ¿Son poco seguras?**
 No se omitió ningún paso de seguridad durante el desarrollo de las vacunas contra la COVID-19. ¡La evidencia real también demuestra que son muy seguras!
- 6) ¿Puede la vacuna rastrear me?**
 No. No hay tecnología de rastreo en la vacuna.
- 7) ¿La vacuna cambia mi ADN?**
 ¡No! Le enseña a sus células a reconocer el virus y combatirlo, pero no afecta la parte de nuestras células donde se encuentra el ADN.

[m Coronavirus.UFHealth.org](#)

UF Nouvèl Ane. Nouvo Espwa. *Asire ke chak enjeksyon konte.*
Fo Kwayans sou Vaksen COVID-19 la
 Kesyon komen ak kesyon sou fo kwayans yo reponn konsènan vaksen COVID-19 la.

- 1) Èske mwen bezwen mete yon mask aprè mwen fin resevwa vaksen an?**
 Wi! Kontinye mete mask ak pratike distans sosyal!
- 2) Èske mwen vin iminite osito mwen fin resevwa vaksen an? Èske mwen ka toujou trape COVID-19?**
 Aprè ou fin resevwa toude vaksen yo, ou ta dwe devlope iminite nan anviwon yon jiska de semèn. Sepandan, li posib pou enfekte ak COVID-19 anvan ouwa jis aprè vaksinasyon an epi apres ou vin tonbe malad pouke vaksen an pa te jereyen ase tan pou bay pwoteksyon.
- 3) Èske mwen ka trape COVID-19 apati vaksen an?**
 Non! Pa genyen okenn viris vivan nan vaksen COVID-19 la.
- 4) Èske yon sèl doz pa ase?**
 Non. Pou vaksen ki aktyèlman disponib yo, yo esaje de doz pou vaksen an fòkasyon pi byen. Pran dezèm dè la nan moun ki planifye pou sa a, menm si ou te genyen efi segondè legè aprè premye dòz la, sef si founisè swen sante w la konseye w pou pa pran dezèm enjeksyon an.
- 5) Yo te devlope vaksen COVID-19 la byen vit. Èske yo pa an sekirite?**
 Yo pa te sote okenn etap sekirite li yot ap devlope vaksen COVID-19 yo. Wè priyè monn reyèl la montre tou ke yo trè an sekirite!
- 6) Èske vaksen an ka swiv mwen?**
 Non. Pa genyen okenn teknoloji pou swiv moun nan vaksen an.
- 7) Èske vaksen an chanje ADN mwen?**
 Non! Li montre sèl ou yo kijan pou rekòtè viris la epi konbat li, men li pa fe enpak sou pati nan sèl nou yo lontan ADN nan ye a.
- 8) Èske vaksen an ka ranm mwen estéril?**
 Non, li pa ka ranm okenn moun estéril.
- 9) Si mwen alèji ak ze, èske mwen ka pran vaksen COVID-19 la?**
 Wi, ou ka pran vaksen COVID-19 ki disponib pou kounyeya.
- 10) Èske vaksen an ka ban m VIH?**
 Non. Sepandan, si ou genyen VIH sa vle di ou genyen gwo risk pou komplikasyon de COVID-19, epi li ou pran vaksen an sa ka redwi risk sa a.

[Aprann plis nan Coronavirus.UFHealth.org](#)

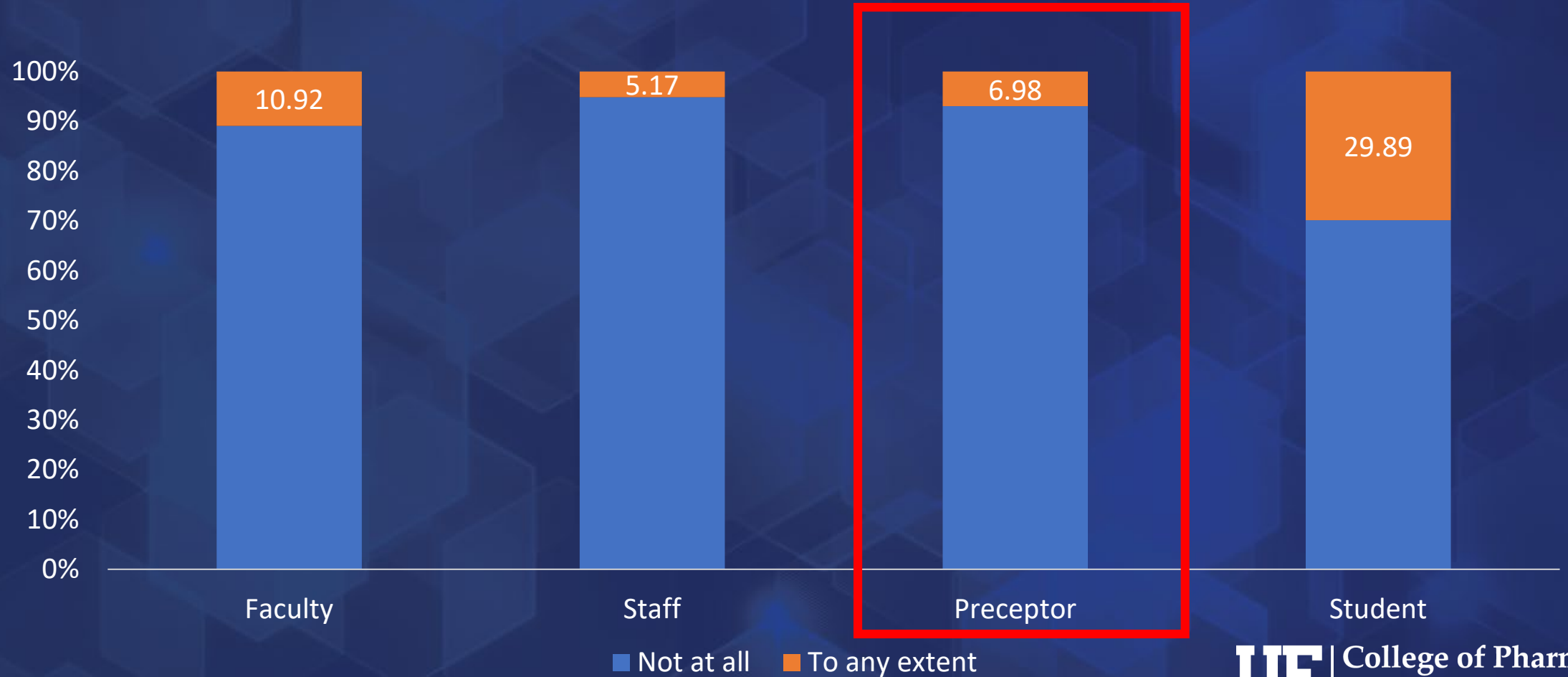
College Climate Survey

- Climate survey for all College constituents
 - PharmD students- Annually
- Provides valuable insight on what the climate is like within the College
- Allows for student's voices and perspective to be heard
- Next survey- Spring 2021



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Have you experienced bias or exclusion due to your gender, race, or other personal characteristics by members of the College of Pharmacy?- ALL



Course Syllabi Diversity Statement

- Acknowledges our respect for diversity as College
- Provides intent of DIHE-specific course activities
- Promotes expectations of an inclusive classroom environment



UF COP Student Mistreatment Form

The College Overview →

Administration

- > Office of the Dean
- > Office of Student Affairs
- > Office of Research and Graduate Studies
- > Office of Experiential Programs
- > Office of Faculty Affairs and Professional Development
- > Development and Alumni Affairs
- > Information Technology
- > Office of Events

Campuses

- > Gainesville
- > Jacksonville
- > Orlando

Departments

- > Medicinal Chemistry
- > Pharmaceutical Outcomes and Policy
- > Pharmaceutics
- > Pharmacodynamics
- > Pharmacotherapy and Translational Research

Centers

- > Center for Drug Evaluation and Safety
- > Center for Integrative Cardiovascular and Metabolic Disease
- > Center for Natural Products, Drug Discovery and Development (CNP3)
- > Center for Quality Medication Management
- > Center for Pharmacogenomics and Precision Medicine
- > Center for Pharmacometrics and Systems Pharmacology
- > Translational Drug Development Core

College Facts

- > Strategic Plan
- > College Fact Sheet
- > College History

Diversity, Inclusion and Health Equity

- > Activities and Events
- > Diversity and Inclusion Resources
- > Health Equity Research
- > Pathway Programs
- > Diversity and Inclusion Committee
- > LGBTQ+ & Allies Subcommittee
- > Student Mistreatment Form

College Awards

- > Annual Faculty Awards
- > Teacher of the Year

UF COP Student Mistreatment Form

- ☐ Public humiliation
- ☐ Threatened with physical harm
- ☐ Required to perform personal services (e.g., babysit, pick-up dry cleaning)
- ☐ Received lower evaluations/grades based on social identity or religious beliefs
- ☐ Denied opportunities for training or rewards based on social identity or religious beliefs
- ☐ Subjected to offensive remarks or names based on social identity or religious beliefs
- ☐ Microaggressions (Hover for definition)
- ☐ Stereotyping (Hover for definition)
- ☐ Implicit bias (Hover for definition)
- ☐ Subjected to unwelcome physical conduct of a sexual nature
- ☐ Subjected to unwelcome requests for sexual favors
- ☐ Subjected to unwelcome verbal conduct of a sexual nature that is made in an implicit or explicit term or condition of education
- ☐ Asked to exchange sexual favors or dates for grades or other rewards
- ☐ Other (Please describe)

UF College of Pharmacy Student Mistreatment Report

The event occurred in the following settings:

- ☐ Didactic course/Skills Lab
- ☐ Experiential setting (i.e., CIPPE, HIPPE, APPE)
- ☐ Student organization event
- ☐ Other (Please describe)

Please describe the course/experiential setting, and location:

Please provide the name of the person who committed the alleged behavior

If you have any supporting documentation and would like to share, please upload here.

Please note: Except in scenarios where there is an imminent risk or when immediate disclosure is legally required, the review will occur as requested by the student. Additionally, in situations where a Title IX infraction may have occurred, the UF Accessibility and Gender Equity must be notified right away, but if you decide at any point that you do not want to move forward with the process that is your right.

- ☐ I want the event reviewed ASAP
- ☐ I want the event documented now, but reviewed after the grade for my current course/experiential is finalized
- ☐ I want the event reviewed at the end of the semester
- ☐ I am unsure and would like to discuss with someone from the College



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UF COP Student Mistreatment Form

Please select which of the following to initiate review and potentially follow-up with you regarding the incident. You may select up to two individuals.

☐ Dr. John Allen (Associate Dean for Diversity, Inclusion, and Health Equity)

☐ Dr. Shauna Buring (Associate Dean for Professional Education)

☐ Dr. Teresa Cavanaugh (Assistant Dean for Student Affairs)

☐ Dr. Tyisha Hathorn (DIHE Coordinator- Gainesville and Assistant Director of Recruitment)

☐ Dr. Maureen Keller-Wood (Associate Dean for Research and Graduate Education)

☐ Dr. Stacy Miller (Assistant Dean for Clinical Education)

☐ Dr. Carol Motycka (Assistant Dean for the Jacksonville Campus)

☐ Ms. Milena Ozimek (DIHE Coordinator- Orlando Campus)

☐ Dr. Erin St. Onge (Assistant Dean for the Orlando Campus)

☐ Dr. Veena Venugopalan (DIHE Coordinator- Gainesville and Clinical Associate Professor)

☐ Dr. Karen Whalen (Assistant Dean for Curricular Affairs)

If you are willing to speak directly to the COP member who will review the matter, please leave your contact information

Name

Email

Phone

Do you want information on additional resources to further support your mental health and wellbeing? If so, please provide your email.

☐ Yes

☐ No



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Office of DIHE Questions?

- Need for Preceptor Development around DIHE?
 - Microaggressions
 - Unconscious Bias
 - Health Disparities
 - Others?



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Questions and Feedback



John Allen, PharmD, BCPS, BCCCP, FCCM, FCCP
Associate Dean for Diversity, Inclusion, and Health Equity

Email: John.Allen@cop.ufl.edu