

**KENTUCKY BOARD OF PHARMACY**

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Meeting ID: 884 0826 9284

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**DIVERSITY AND INCLUSION TASK FORCE**

October 30, 2020

1:00 PM – 4:00 PM

**AGENDA**

- I. CALL TO ORDER**
  
- II. MINUTES**
  
- III. Diversity Without Inclusion is Dead – Candace Olusola**
  
- IV. ADJOURNMENT**

# MINUTES

**KENTUCKY BOARD OF PHARMACY  
125 HOLMES STREET, SUITE 300  
FRANKFORT, KY 40601**

**DIVERSITY AND INCLUSION TASK FORCE**

**September 28, 2020  
via teleconference**

**MINUTES**

Larry Hadley, Executive Director, called the meeting to order at 1:00 p.m. Members in attendance: DeAundre Bumpass, Davida Braxton, April Cox, Brett Vickey, Brittany Smith, Candace Olusola, Crystal Isaacs, David Bennington, Elsayed Hassan, Hayden Pehl, Jacqueline Clark, Katie Blain, KD Hereford, Kripa Patel, Molly Murtaugh, Pam Lundquist, Shannon Borden, Sondra Tapper, Thomas Miller and Tiffany Vicars. Members absent: Brittany McIntyre, Heejoo Kim Wilson and James Mitchell. Guests: Ron Poole, Board President; Anthony Gray and Darla Sayre, Executive Staff Advisor.

Larry Hadley and Ron Poole thanked the members for their time and willingness to serve on this task force. Mr. Poole spoke of the importance of this task force and its goal of diversity and inclusion in the pharmaceutical profession.

**Race/Nationality/Ethnicity/Gender – How do we talk to each other?**

It is not rude to ask for the preferred terminology. It is important to recognize that people on both sides of the conversation may feel uncomfortable. An open conversation with humility and understanding is necessary. In a professional setting, state the reason that this information is needed prior to asking.

We need to recognize that judgements based on the appearance of a person are flawed. The outward appearance of an individual does not represent their heritage or history.

**How to reach students to promote a career in pharmacy? At what age level?**

Promotion of the pharmaceutical profession may be implemented by current professional development programs available in schools. These programs are available beginning at the middle school level. It was suggested that we target and recruit those schools with a predominantly minority student population. We need to show students that there are people that look like them in this profession. Mentorship and guidance during their professional journey is vital to success.

**Appointments**

Mr. Hadley appointed Shannon Borden and Crystal Isaacs as co-chairs of the task force. April Cox was appointed as vice-chair.

Mr. Hadley requested Tiffany Vicars, Candace Olusola and Sondra Tapper prepare a mission statement for the next meeting.

The next meeting of the task force will be determined a survey. Larry Hadley adjourned the meeting at 2:40 p.m.

**Diversity  
Without  
Inclusion is  
Dead**

# Diversity Without Inclusion is Dead

Candace Olusola, Pharm.D.  
09/24/2020



## Crucial Definitions: Equity vs Equality

**Equity:** the state, quality or ideal of being just (justice), impartial and fair (fairness)

**Equality:** the act of ensuring that everyone gets the same things in order to enjoy full, healthy lives

**Systemic Equity:** a complex combination of interrelated elements consciously designed to create, support and sustain social justice



## Crucial Definitions: Diversity vs Inclusion

**Diversity:** the “what”; the makeup; the numerical representation

**Inclusion:** the “how”; the action or state of including or of being included within a group or structure



## Crucial Definitions: Race, Prejudice, & Racism

**Racial Justice:** the systematic fair treatment of people of all races that results in equitable opportunities and outcomes for everyone

**Race:** a socially constructed system of categorizing humans largely based on observable physical features (phenotypes), such as skin color, and on ancestry

**Prejudice:** a preconceived opinion that is not based on reason or actual experience

**Racism:** a complex system of racial hierarchies and inequities; prejudice + power (NOT favoring a color over another color)

- **Micro (individual) level:** internalized and interpersonal racism
- **Macro level of racism:** institutional and structural racism



## Crucial Definitions: Micro Level of Racism

**Internalized Racism:** the private racial beliefs held by and within individuals; the absorption of social messages about race and the adoption of those messages as personal beliefs, biases and prejudices

**Interpersonal Racism:** how private beliefs about race become public when one interacts with another



## Crucial Definitions: Macro Level of Racism

**Institutional Racism:** racial inequity within institutions and systems of power, such as places of employment, government agencies and social services

**Structural Racism (Structural Racialization):** the racial bias across institutions and society; the cumulative and compounding effects of an array of factors that systematically privilege white people and disadvantage people of color; a set of processes that may generate disparities or depress life outcomes without any racist actors

**Systemic Racialization:** a dynamic system that produces and replicates racial ideologies, identities and inequities; the well-institutionalized pattern of discrimination





## Crucial Definitions: Privilege vs Oppression

**Racial Privilege:** race-based *advantages* and *preferential treatment* based on skin color

**Racial Oppression:** race-based *disadvantages*, *discrimination* and *exploitation* based on skin color.

## Crucial Definitions: Colorism vs Classism

**Colorism:** prejudiced attitudes and/or discriminatory acts against people based on the color (shade or tone) of their skin

**Classism:** differential treatment based on social class or perceived social class

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