

**KENTUCKY BOARD OF PHARMACY
DIVERSITY AND INCLUSION TASK FORCE**

**November 30, 2023
2:00 p.m.**

Join Zoom Meeting

<https://us02web.zoom.us/j/85738778813?pwd=YytqK1A5WmhnTVhBZHFQVGJYektldz09>

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AGENDA

- I. CALL TO ORDER**
- II. Minutes**
- III. Members to discuss/complete D&I definitions for podcast**
- IV. Next steps for podcast implementation**
- V. Schedule next meeting**
- VI. ADJOURNMENT**

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

**DIVERSITY AND INCLUSION TASK FORCE
November 30, 2023
via teleconference**

MINUTES

Attendees: Shannon Borden, Candace Olusola, April Cox, Crystal Isaacs, and Molly Murtaugh. Members not in attendance: Kayla Rafferty, Sondra Tapper, and Nina Collins. Staff present: Executive Assistant Nikki Holiday.

CALL TO ORDER: Chairperson Shannon Borden called the meeting to order at 2:05 p.m.

MINUTES: Shannon Borden reviewed the minutes from the June 7, 2023 meeting and made a motion to approve the minutes. Molly Murtaugh seconded, and the motion passed unanimously.

DIVERSITY AND INCLUSION DEFINITIONS FOR PODCAST: The group spent this meeting going through definitions that should be included in the first podcast or podcast bundle. Candace provided several good online resources to help the group know what definitions should be included and what those definitions are. The overarching topics discussed include race, LGBTQ+, disability, and social determinates of health. The minutes from the October 30, 2020 meeting were shared with the group which also included a presentation that Candace did at UK on important diversity and including definitions. As discussed in the prior meeting, this presentation and meeting minutes provide a starting point for compiling a list of important terms and their definitions. The following were pulled from these meeting minutes:

Race:

- 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
- 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
- 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

- 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
- 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
- Racial Privilege: race-based advantages and preferential treatment based on skin color
- Racial Oppression: race-based disadvantages, discrimination and exploitation based on skin color.
- 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

The definitions below are listed by subject matter under the resource from which they were pulled.

LGBTQIA:

GLADD Media Reference Guide 11th Edition

- LGBTQ – Acronym for lesbian, gay, bisexual, transgender, and queer. The Q generally stands for queer when LGBTQ organizations leaders, and media use the acronym. In setting offering support for youth, it can also stand for questioning. LGBT and LGBTQ+ are also used, with the + added in recognition of all non-straight, non-cisgender identities. Both are acceptable, as are other versions of this acronym. The term “gay community” should be avoided, as it does not accurately reflect the diversity of the community. Rather, LGBTQ community or LGBTQ+ community are recommended.
- Sexual Orientation – The scientifically accurate term for a person’s enduring physical, romantic and/ or emotional attraction to another person. Sexual orientations can include heterosexual (straight), lesbian, gay, bisexual, queer, asexual, and other orientations. Avoid the offensive term “sexual preference,” which is used to inaccurately suggest that being gay, lesbian, or bisexual is voluntary and “curable.” People need not have had specific sexual experiences to know their own sexual orientation; in fact, they need not have had any sexual experience at all. Gender identity and sexual orientation are not the same. Transgender people have sexual orientations too, and they may be straight, lesbian, gay bisexual, queer, etc. For example, a transgender woman who is attracted exclusively to women would typically describe herself a lesbian; if she were exclusively attracted to men, she would likely describe herself a straight woman. A transgender person who is attracted to more than one gender will likely identify as bisexual or pansexual.
- SOGIESC – Acronym for sexual orientation, gender identity and gender expression, and sex characteristics, more commonly used in countries outside the United States. Inclusive of all sexual orientations, gender identities, gender expressions, and sex characteristics, including intersex traits. Some also use SOGI (sexual orientation, gender identity) or SOGIE (sexual orientation, gender identity and gender expression). The acronym refers to all humans with sexual orientations and gender identities, including cisgender and straight people. So, when talking about people with marginalized identities, it is important to also use words that specify the marginalized groups you are referring to (e.g. transgender, nonbinary, lesbian, etc.).

- Lesbian – A woman whose enduring physical, romantic, and/or emotional attraction is to other women. Some lesbians may prefer to identify as gay (adj.) or as gay women. Avoid identifying lesbians as “homosexuals.” Lesbian can be used as a noun or adjective. Ask people how they describe themselves before labeling their sexual orientation.
- Gay – An adjective used to describe a person whose enduring physical, romantic, and/ or emotional attractions are to people of the same sex (e.g., gay man, gay people). Sometimes lesbian (n. or adj.) is the preferred term for women. Avoid identifying gay people as “homosexuals” an outdated term considered derogatory and offensive to many lesbian and gay people. Ask people how they describe themselves before labeling their sexual orientations.
- Bisexual, Bi, Bi+ - An adjective used to describe a person who has the potential to be physically, romantically, and/or emotionally attracted to people of more than one gender, not necessarily at the same time, in the same way, or to the same degree. The *bi* in bisexual refers to genders the same as and different from one’s own gender. Do not write or imply that bi means being attracted to men and women. That is not an accurate definition of the word. Do not use a hyphen in the word bisexual. People may experience this attraction in differing ways and degrees over their lifetime. Bisexual people need not have had specific sexual experiences to be bisexual; in fact, they need not have had any sexual experience at all to call themselves bisexual. Some people use the words bisexual and bi to describe the community. Others may use bi+ which is intended to be inclusive of those who call themselves bisexual, pansexual, fluid, queer and other words which describe people who have the potential to be attracted to more than one gender. Similar to questioning, people might say they are bicurious if they are exploring whether or not they are attracted to people of the same gender as well as people of other genders.
- Transgender – An adjective to describe people whose gender identity differs from the sex they were assigned at birth. People who are transgender may also use other terms, in addition to transgender, to describe their gender more specifically. Use the term(s) the person uses to describe themself. It is important to note that being transgender is not dependent upon physical appearance or medical procedures. A person can call themself transgender the moment they realize that their gender identity is different than the sex they were assigned at birth.
- Queer – An adjective used by some people, particularly younger people, whose sexual orientation is not exclusively heterosexual (e.g. queer person, queer woman). Typically, for those who identify as queer, the terms lesbian, gay and bisexual are perceived to be too limiting and/or fraught with cultural connotations they feel do not apply to them. Once considered a pejorative term, queer has been reclaimed by some LGBTQ people to describe themselves. However, it is not a universally accepted term even within the LGBTQ community, so use caution when using it outside of describing the way someone self-identifies or in a direct quote. When Q is seen at the end of LGBT, it typically means queer. In a setting for support, particularly for youth, it may mean questioning. Ask people how they describe themselves before labeling their sexual orientation.
- Nonbinary – Nonbinary is an adjective used by people who experience their gender identity and/or gender expression as falling outside the binary gender categories of man and woman. Many nonbinary people also call themselves transgender and consider themselves part of the transgender community. Others do not. Nonbinary is an umbrella term that encompasses many different ways to understand one’s gender. Some nonbinary people may also use words like agender, bigender, demigender, pangender, etc. to describe the specific way in which they are nonbinary. Always ask people what words they use to describe themselves. Nonbinary is sometimes shortened to enby. Do not use NB, as that is often shorthand for non-Black. Nonbinary may also be written as non-binary. Both forms are commonly used within the community, and both are acceptable.
- Additional terms and definitions on this topic can be found at the following websites:

- https://glaad.org/reference/terms?response_type=embed&gad_source=1&gclid=Cj0KQCQiAggGrBhDtARIsAM5s0_nfX9F1it7yZLIyEEQJFXKoVJ500ET2yxxIRGMkkoMcDf1VzzLgivcaAkCHEALw_wcB
- <https://lgbtqia.ucdavis.edu/educated/glossary>

Disabilities:

General Terms from the U.S. Census Bureau

- Ambulatory difficulty – Having serious difficulty walking or climbing stairs (DPHY).
- Cognitive difficulty – Because of a physical, mental, or emotional problem, having difficulty remembering, concentrating, or making decisions (DREM).
- Employment disability – Because of a physical, mental, or emotional condition lasting 6 months or more, the person has difficulty working at a job or business.
- Hearing difficulty – Deaf or having serious difficulty hearing (DEAR).
- Independent living difficulty – Because of a physical, mental, or emotional problem, having difficulty doing errands alone such as visiting a doctor’s office or shopping (DOUT).
- Self-care difficulty – Having difficulty bathing or dressing (DDRS).
- Sensory Disability – Conditions that include blindness, deafness, or a severe vision or hearing impairment.
- Mental disability – Conditions that include a learning disability, an intellectual disability, developmental disability, Alzheimer’s disease, senility, or dementia, or some other mental or emotional condition that seriously interferes with daily activity.
- Physical disability
- Vision difficulty – Blind or having serious difficulty seeing, even when wearing glasses (DEYE).

Chart from National Youth Leadership Network (NYLN)

<u>Disability</u>	<u>Out-Dated Language</u>	<u>Respectful Language</u>
Blind or Visually Impairment	Dumb, Invalid	Blind/Visually Impaired, Person who is blind/visually impaired
Deaf of Hearing Impairment	Invalid, Deaf-and-Dumb, Deaf-Mute	Deaf or Hard-of-hearing, Person who is deaf or hard of hearing
Speech/Communication Disability	Dumb, “One who talks bad”	Person with a speech/communication disability
Learning Disability	Retarded, Slow, Brain-Damaged, “Special ed”	Learning disability, Cognitive disability, Person with a learning or cognitive disability
Mental Health Disability	Hyper-sensitive, Psycho, Crazy, Insane, Wacko, Nuts	Person with a psychiatric disability, Person with a mental health disability
Mobility/Physical Disability	Handicapped, Physically Challenged, “Special,” Deformed, Cripple, Gimp, Spastic, Spaz, Wheelchair-bound, Lamé	Wheelchair user, Physically disabled, Person with a mobility or physical disability
Emotional Disability	Emotionally disturbed	Emotionally disabled, Person with an emotional disability

Cognitive Disability	Retard, mentally retarded, "Special ed."	Cognitively/Developmentally disabled, Person with a cognitive/developmental disability
Shor Stature, Litte Person	Dwarf, midget	Someone of short stature, Little Person
Health Conditions	Victim, Someone "stricken with" a disability (i.e. "someone stricken with caner" or "an AIDS victim")	Survivor, Someone "living with" a specific disability (i.e. "someone living with cancer or AIDS")

- Additional terms and definitions can be found at the following websites:
 - <https://ncdj.org/style-guide/>
 - <https://www.nea.org/professional-excellence/student-engagement/tools-tips/important-disability-terminology-acronyms-and-definitions>
 - <https://www.dpa.org.sg/wp-content/uploads/2015/10/DPA-Disability-Glossary-FINAL.pdf>

Social Determinates of Health: Candace has a presentation she asked to be distributed to the group. The presentation is also attached for reference.

NEXT STEPS FOR PODCAST IMPLEMENTATION: The group then discussed how to go about soliciting participants for the podcasts. Molly suggested starting with the original group of participants in the Task Force when it was a much larger group. These people have already expressed an interest in the subject matter, and they feel like this would be a good place to start. Nikki will find the list of original group members and send out to the Task Force members.

NEXT MEETING: Shannon to send dates to Nikki for a poll.

ADJOURNMENT: Shannon motioned to adjourn the meeting at 2:56 p.m. Candace Olusola seconded, and the meeting adjourned.