

KENTUCKY BOARD OF PHARMACY

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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**

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

**DIVERSITY AND INCLUSION TASK FORCE
October 30, 2020
via teleconference**

MINUTES

Shannon Borden, Co-Chair, called the meeting to order at 1:08 p.m. Members in attendance: DeAundre Bumpass, Davida Braxton, April Cox, Brittany Smith, Candace Olusola, David Bennington, Elsayed Hassan, Hayden Pehl, Jacqueline Clark, James Mitchell, Kripa Patel, Molly Murtaugh, Shannon Borden, Thomas Miller and Tiffany Vicars. Members absent: Brett Vickey, Brittany McIntyre, Heejoo Kim Wilson, Katie Blain, KD Hereford, Crystal Isaacs and Sondra Tapper. Guests: Larry Hadley, Executive Director; Eden Davis, General Counsel and Darla Sayre, Executive Staff Advisor.

MINUTES Candace Olusola moved to approve the minutes of the September 28, 2020 meeting. Thomas Miller seconded, and the motion passed unanimously.

Mission Statement

The committee reviewed the mission statement prepared by Tiffany Vicars, Candace Olusola and Sondra Tapper. After discussion, Hayden Pehl moved to approve the mission statement as modified during the meeting and recommend this to the Board. Thomas Miller seconded, and the motion passed unanimously. The mission statement is attached.

Diversity Without Inclusion is Dead

Candace Olusola recently spoke at the University Of Kentucky College Of Pharmacy's Diversity and Inclusion Alliance of Pharmacy Professionals. She shared her presentation with the committee that included the following definitions:

- 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

Potential Action Items:

- ❖ Develop a presentation to be utilized in virtual learning and association meetings with the possibility of Board approved continuing education credit
- ❖ Get feedback from the associations on what they are currently doing, what they would like to see the committee do
- ❖ Consult with Dean Guy on their applications for what if any questions used to identify race, ethnicity, gender...
- ❖ Candace Olusola and Thomas Miller suggested the possibility of requiring 1 to 2 hours of Diversity and Inclusion continuing education annually for pharmacists

The next meeting of the task force will be determined by a survey. On motion by Candace Olusola, seconded by Hayden Pehl and passed unanimously, April Cox, Co-Chair adjourned the meeting at 2:38 p.m.

DIVERSITY AND INCLUSION TASK FORCE

Mission

Dedicated to supporting all identities within the Kentucky pharmacy community, including but not limited to pharmacists, pharmacy educators, graduate interns, student pharmacists, technicians, pre-pharmacy students, and any other person enhancing and committing to the development of the profession, to ensure equitable opportunities and inclusion for everyone.

Vision

To work collaboratively to advocate and innovate for and support diversity and inclusion by encouraging equitable opportunities for all, regardless of age, race, ethnicity, gender, gender identity, sexual preference, socio-economic status, political ideology, disability and/or religious belief, and fostering a culture and atmosphere of mutual respect, professionalism, and empowerment to result in the betterment of the Kentucky pharmacy community and those we serve across the Commonwealth.

Core Values

- Acceptance
- Advocacy
- Community
- Collaboration
- Diversity and Inclusion
- Professionalism
- Integrity

Definitions

Diversity: consciously including individuals of varying age, race, ethnicity, gender, gender identity, sexual preference, socio-economic status, political ideology, disability, religious belief and/or other attributes.

Inclusion: to create a sense of belonging to all individuals of varying age, race, ethnicity, gender, gender identity, sexual preference, socio-economic status, political ideology, disability, religious belief, etc., ensuring all are welcomed, valued, and respected as members of the Kentucky pharmacy community.

Pharmacy community: including but not limited to pharmacists, pharmacy educators, graduate interns, student pharmacists, technicians, pre-pharmacy students, and any other person enhancing and committing to the development of the profession.