

KENTUCKY BOARD OF PHARMACY

Zoom Meeting

<https://us02web.zoom.us/j/82313714994?pwd=N25ERy9oUXppUXdBS1pXeS90Y2hQZz09>

Meeting ID: 823 1371 4994 Passcode: 3HWAtz

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Meeting ID: 823 1371 4994 Passcode: 755883

DIVERSITY AND INCLUSION TASK FORCE

September 28, 2020

1:00 PM – 4:00 PM

AGENDA

- I. **CALL TO ORDER**

- II. **INTRODUCTIONS**

- III. **DISCUSSION**
 - a) **Gather/evaluate/collect data to determine need for strategic plan to address diversity and inclusion in the Kentucky pharmacy community.**
 - b) **Develop a clear cultural competency plan that addresses diversity and inclusion in the Kentucky pharmacy community.**
 - c) **Implement ways to spearhead access to pharmacy services to reach those in underrepresented/underserved demographics by evaluating the disparity amongst rural and urban populations.**
 - d) **Provide diversity and cultural competency trainings (CE) pharmacists/technicians and encourage various pharmacy organizations to provide the same courses to members.**
 - e) **Work with Colleges of Pharmacy to continue to recruit and retain a more diverse student body and the pool of pharmacists serving as preceptors.**
 - f) **Determine methods to engage women and minorities in leadership and professional advocacy activities.**

- IV. **ADJOURNMENT**

**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.