

Public Commitments to Diversity, Equity, and Inclusion Displayed on U.S. Schools and Colleges of Pharmacy Websites

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Background

- United States (U.S.) Schools and Colleges of Pharmacy (S/COP) continue to advance diversity, equity, and inclusion (DEI) efforts to promote recruitment of students possessing diverse identities and to train pharmacy learners to be leaders of health equity.¹
- DEI committees can play a vital role in achieving strategic goals inside and outside of the S/COP.²
- Public information from institutional websites can highlight public-facing S/COP initiatives to promote DEI to prospective students, the community, and educational colleagues.³

Objective

- To describe published information from U.S. S/COP websites related to DEI statements, strategic plans, officers, committees and resources to define the state of DEI public commitments within S/COP.
- To highlight best practice examples of public commitments to DEI at S/COP.

Methods

- **Inclusion:** A directory of ACPE-accredited programs websites was identified through PharmCAS in Fall 2022 for a cross-sectional review.
- **Exclusion:** Duplicate programs (e.g., hybrid online, etc.) were excluded.
- **Outcomes:** The outcomes of interest from each website include 1.) DEI statement 2.) DEI strategic plan 3.) DEI officer(s), and 4.) DEI committee(s).
- **Data Collection:** Websites were reviewed for S/COP demographics and the DEI variables. Data were collected specific to S/COP as opposed to institutional-level commitments. Students from two unique S/COPs reviewed websites for information by searching homepages and main tabs for “diversity”, “equity”, “inclusion”, and “DEI”. If information was not found on the main page, a search engine was utilized, when available. Approximately three minutes was spent on each website to find such content. Qualitative information was collected from the websites to provide best practice examples and for future analyses.
- **Data Validity:** For data fidelity, reviewers ensured agreement of data collected and reconciled relevant discrepancies. If discrepancies were found, the website were re-consulted to verify information.
- **Statistical Analysis:** Descriptive statistics were utilized to summarize the findings of the data review. Chi-square or Fischer’s Exact statistics were utilized to compare categorical demographics of those with at least one DEI commitment compared to no DEI commitments. A p-value of <0.05 was used to determine significance.

Results

- **Sample:** A total of 158 programs were identified from the inclusion criteria while 17 programs (10.7%) were excluded due to online delivery (n=6), different program tracks (n=5), or different campuses within the same greater program (n=6). The final sample included 141 unique programs.

Table 1. S/COP Demographics based on DEI Commitments

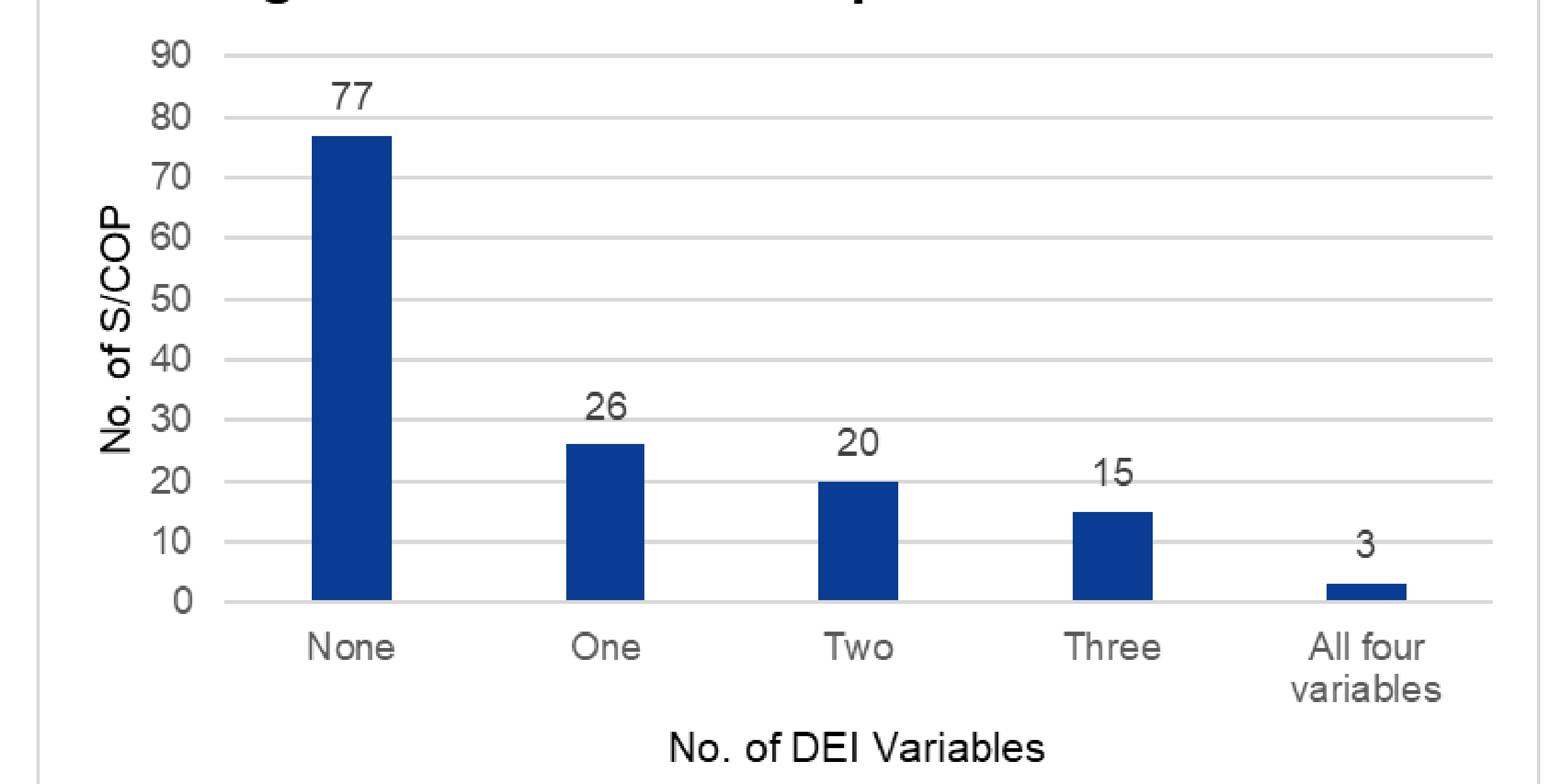
Demographic Variable	DEI Public Commitment* (n=64)	No DEI Public Commitment (n=77)	P-Value
Faith Based, yes (n, %)	9 (14.1%)	22 (28.6%)	0.038
Public institution, yes (n, %)	41 (64.1%)	29 (37.7%)	0.002
Geographic Region			0.440
Northeast	8 (12.5%)	17 (22.1%)	
South	23 (35.9%)	31 (40.3%)	
Midwest	18 (28.1%)	14 (18.2%)	
West	14 (21.9%)	14 (18.2%)	
Other	1 (1.6%)	1 (1.3%)	
Primary Structure			0.642
2-3	5 (7.8%)	12 (15.6%)	
0-6/7	3 (4.7%)	4 (5.2%)	
2-4	25 (39.1%)	23 (29.9%)	
3-4	4 (6.3%)	4 (5.2%)	
4	26 (40.6%)	31 (40.3%)	
Other	1 (1.6%)	3 (3.9%)	

S/COP: Schools and Colleges of Pharmacy, DEI: Diversity, Equity, Inclusion
*At least one statement, strategic plan, officer, or committee

Table 2. Specific DEI Commitments (n=141)

DEI Variable	Yes (n,%)	No (n,%)
Statement	64 (45.4%)	77 (54.6%)
Strategic Plan	18 (12.8%)	123 (87.2%)
Officer	19 (13.5%)	122 (86.5%)
Committee	22 (15.6%)	119 (84.4%)

Figure 1. DEI variables per S/COP website



Discussion/Conclusion

- Despite major attention given to DEI within academic pharmacy in recent years, only 45.4% (n=64) of S/COP displayed at least one public DEI commitment on their website and only 2.1% (n=3) institutions displayed a DEI statement, strategic plan, officer, and committee.
- Exemplar programs were those that outlined a DEI statement, committed to a DEI strategic plan, employed a DEI officer, and empowered a DEI committee to achieve strategic goals.
- Public institutional DEI commitments and initiatives from S/COP may provide recruitment and retention of faculty, staff, and students as well as accountability to the organizations to pursue inclusive, and equitable actions.
- **Strengths:** Multiple reviewers, public-facing information, student-led review to mimic prospective students.
- **Limitations:** Institutions may have DEI commitments impacting S/COP culture, but they are not publicly displayed

References

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