

# Cross Sectional Study of Diversity, Equity, and Inclusion Efforts at US PharmD Programs

Beatriz Manzor Mitrzyk, PharmD, Sarah Vordenberg, PharmD, MPH, Lizbeth Gonzalez, BS, Paul Walker, PharmD, Jolene R. Bostwick, PharmD, Mark S. Nelson, BS, Karen Farris, PhD

## INTRODUCTION

- Successful diversity, equity, and inclusion (DEI) efforts by US Doctor of Pharmacy (PharmD) programs could increase recruitment, feelings of belonging, and degree completion by minoritized students<sup>1-5</sup>
- Additionally, DEI efforts could increase workforce diversification and reduce local health disparities<sup>3-6</sup>
- To accomplish these broader goals, DEI efforts must also encompass health policy and community health
- Best practices for DEI require transparency, accountability, and collaboration<sup>1-2</sup>

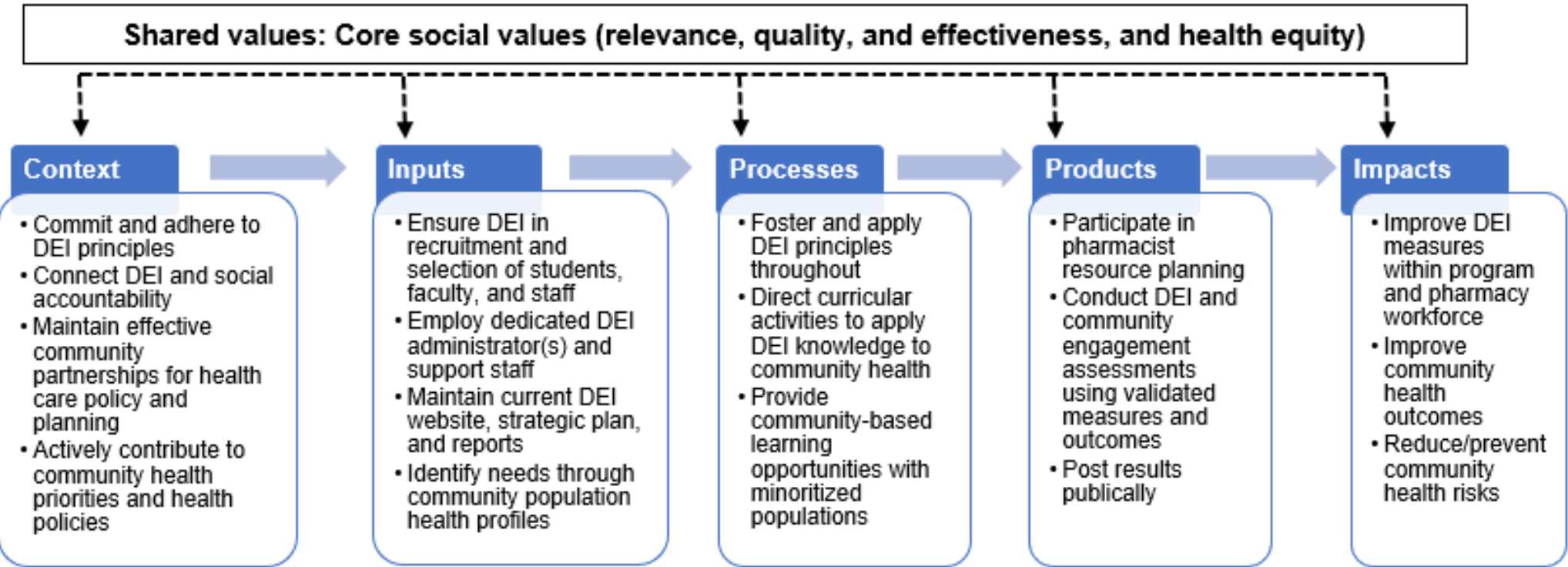
## OBJECTIVE

- To identify and categorize DEI efforts among PharmD programs using an adapted organizational framework of social accountability in education<sup>7</sup>

## METHODS

- We searched 142 pharmacy school PharmD program websites for DEI-related mission statements, strategic plans, administrators, and climate/progress reports
- Guided by the adapted framework<sup>7</sup> (Figure 1), we categorized social values, context, inputs, processes, products, impacts, and their respective DEI indicators

Figure 1. Adapted organizational framework of social accountability<sup>7</sup>



- PharmD programs were deemed a “Higher DEI performer” based on available data to assess DEI efforts and their alignment with the adapted framework

108 of 142 (76%) PharmD program websites have little publicly available DEI effort information

This may deter minoritized individuals from seeking enrollment or employment at these programs



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References. 1. U.S. Department of Education. Advancing Diversity and Inclusion in Higher Education. Washington, D.C., 2016; 2. Kolluru S et al. AJPE 2023;87(4):ajpe9043; 3. Achievers. Belonging at work. 2021 Culture Report; 4. Baumeister RF et al. Psych Bul. 1995;117(3):500; 5. Sherbin L et al. Harv Business Rev. 2017; February 1; 6. National Health Council. Health Equity Initiative. 2021 Policy Recommendations. February 1, 2022; 7. Barber C et al. Acad Med. 2020 Dec;95(12):1945-1954.

## RESULTS

- PharmD program (N=142) DEI-related goals varied from student well-being to “diverse” and “inclusive” recruitment and faculty hiring practices to integrating DEI principles throughout their program
- Most programs describe co-curricular “community service” events with minoritized populations
- We identified 34 (24%) program websites with sufficient DEI-related data for assessment (Table 1)
  - 16 (11%) were deemed Higher performers
    - All describe efforts to increase diversity among their faculty, staff, and students
    - All either plan or have ongoing DEI efforts that claim to prepare students to provide equitable care for minoritized patients
    - None describe efforts to profile their local community’s needs or assess DEI efforts’ effects on the community’s health status

Table 1. US PharmD program and Higher performer characteristics

Characteristics, n (%)	PharmD programs (N=142)	Higher performers* (n=16)
Geographical location		
Urban	98 (69)	11 (68.8)
Rural	18 (12.7)	1 (6.2)
Suburban	26 (18.3)	4 (25)
University type		
Public	70 (49)	16 (100)
Private	72 (51)	0 (0)
Minority Serving Institutions (MSI)	22 (13.4)	1 (6.2)
Asian American and Pacific Islander Serving Institutions (AANAPISI)	6 (4.2)	0 (0)
Historically Black Colleges and Universities (HBCU)	3 (2.1)	1 (6.2)
Hispanic-Serving Institutions (HSI)	11 (7.7)	0 (0)
Native Hawaiian-Serving (ANNH)	1 (0.7)	0 (0)
Predominantly Black Institutions (PBI)	1 (0.7)	0 (0)
Native American-Serving Non-Tribal Institutions (NASNTI)	0 (0)	0 (0)
Size (annual number of PharmD graduates)		
Small (<50)	25 (17.6)	0 (0)
Middle (51-100)	62 (44)	3 (18.7)
Large (>101)	54 (38.3)	13 (81.3)
Year established / relative age		
<5 years ago (New)	5 (3.5)	0 (0)
6-15 years ago (Newer)	33 (23.4)	0 (0)
16-30 years ago (Old)	27 (19.1)	2 (12.5)
>31 years ago (Oldest)	76 (53.9)	14 (87.5)

\*Higher DEI performer is a PharmD program with DEI efforts that align with the social values, context, inputs, processes, products, impacts, and indicators described in the adapted framework<sup>7</sup>

## DISCUSSION

- Lack of website DEI information could reflect that a program is not aligned with DEI best practices
- Low number of Higher DEI performers suggests a missed opportunity for non-MSI programs to attract and retain minoritized students and faculty
- Supreme Court’s rejection of affirmative action will likely impact DEI efforts differently across programs