



Oregon State University College of Pharmacy Implementation Plan



Enhancing and expanding a **SAFE** environment for students, faculty, and staff

- ◇ Widely communicating procedures and processes for reporting incidents for students, faculty and staff, and ensuring all parties can access those processes
- ◇ Reviewing and revising policies and procedures for incident reporting, including how to report incidents, follow up communication after a report and reporting outcomes to the College Community
- ◇ Cultivating a culture that empowers people to speak out about injustice, bias, inequities, discrimination of institutional structures perpetuating systemic racism; in addition to processes that insure against retaliation for anyone who speaks out
- ◇ Embracing community building and healing initiatives

Establishing educational **OPPORTUNITIES** and support for diversity, equity, and inclusion efforts

- ◇ Engaging expert staff from the OSU Office of Institutional Diversity to facilitate discussions, strategic planning efforts, educational trainings, and ongoing evaluations
- ◇ Providing ongoing training and education related to diversity, equity and inclusion for students, faculty and staff, including the Leadership team
- ◇ Modifying curricular programs for inclusion of topics related to diversity, equity, inclusion, wellness, suicide prevention, and healthcare disparities in both didactic courses and experiential activities
- ◇ Assessing additional needs to support diverse students, faculty and staff
- ◇ Making a commitment to active engagement with diversity, equity and inclusion as a requirement in all position descriptions and position announcements for new hires, and establishing metrics for annual evaluations

Implementing and evaluating the College's Strategic Plan 2022 Critical Issue 1: Cultivating a Climate of **SUPPORT** of Personal and Professional Success

- ◇ Annually evaluating progress related to Strategic Plan 2022, specifically Strategic Goals I.I, including monitoring requirements, responsibilities, and expectations
- ◇ Empowering and reinvigorating the Diversity, Equity and Inclusion (DEI) committee by examining the committee charge and structure, including the position of the Committee Chair
- ◇ Implementing expectations for all committees and units to work with and report to the DEI committee to address diversity, equity, inclusion and wellness in all aspects of the college operations
- ◇ Creating a central resource for accumulation and compilation of educational references and resources related to diversity, equity, and inclusion, and a process for regular updates
- ◇ Administering ongoing climate surveys, reviewing climate survey data, including data pertaining to safe environment in various settings (e.g., in class, on campus, in meetings, expressing opinions), and implementing new changes as needed to address new or on-going issues
- ◇ Conducting ongoing evaluations and implementing necessary changes