



# Oregon State University College of Pharmacy

## Spring 2021 Update

### DEI Shared Governance

DEI efforts are collaboratively carried forward at all College levels.

A DEI Leadership Team for the College includes the Interim Dean Dr. David Bearden, Interim Associate Dean for Student Affairs Dr. Juancho Ramirez and Dr. Aleksandra Sikora (holding Cornell University DEI Certificate), who was appointed six months ago as the first DEI director in the College. The team convenes monthly and work jointly with the Executive Committee and College Council. Dr. Sikora works closely with the DEI Committee that consists of 17 representative members of the College including PharmD and PhD Students, postdoctoral fellow, staff, and faculty.

### DEI Foci

We have three main DEI foci in the College DEI: 1) DEI Education, 2) DEI practices, and 3) DEI policies which are being fulfilled in short-, mid-, and long-term goals. These foci align with the College's Strategic Plan 2022 Critical Issue 1: Cultivating a Climate of Support of Personal and Professional Success, and with OSU's Strategic Plan 2019-2023 Goal IV in Building a Culture of Belonging, Collaboration, and Innovation.

### DEI Accomplishments

- DEI Education encompassed training session on OSU's Policies (Responsible Employee, Reporting) conducted by the OEOA associate, Tarron Anderson, in Fall/Winter of 2019. Additional educational sessions for Students, Faculty and Staff, included three 90 min interactive DEI workshops with an external DEI expert, Mr. Gerardo Ochoa. These workshops focused on creating inclusive climate, interrupting macro- and micro-aggressions, exploring the intersection of privilege, cognitive and structural bias, and learning strategies to support first generation students and students historically excluded from higher education.
- For DEI practices, Dr. Sikora in collaboration with P3 student, Alex Jones, prepared and hosted Dr. Martin Luther King Jr. Celebration for the first time in the CoP. These remote events on January 18 and 19 of 2021 included watching documentary movie about "Brown Eyes-Blue Eyes experiment" followed by participants' discussion and "Trivia night about the life of Dr. Martin Luther King Jr." Dr. Sikora received a small grant from the OSU OI/O office for three awards for this event. Additionally, Dr. Philmus hosted DEI speakers in the Pharmaceutical Sciences Department Series.
- To develop the best DEI policies and practices, seven members of the CoP including students, faculty and staff participated in three-days DEI Institute organized by the American Association of Colleges of Pharmacy.
- We are especially thankful to the PharmD Students Vy Nguyen, Alex Jones, Raven Waldron and Andrew Bui for creating Bias Literacy Training for Interviewers of candidates to the PharmD program. The Students were rewarded for their efforts with the Walgreens Diversity Initiative.
- Dr. Sikora writes weekly/biweekly DEI Corner in the CoP newsletter to inform the Community about different DEI events and initiatives.

### Looking Forward

The future immediate tasks in front of the DEI Committee include creating actionable and realistic DEI Strategic Plan, providing feedback to the National Institute of Health regarding advancement and strengthening racial equity, diversity, and inclusion in biomedical research and advance health disparities and health equity research, and participating in the virtual Juntos Family Day. a