

Contemporary Curriculum and Assessment Solutions Focused on Enhancing Equity, Diversity, and Inclusion Institute

January 18-20, 2023

10AM – 5:45PM EST.

General Questions contact sshrader@aacp.org

Meetings/Tech Questions contact meetings@aacp.org

Co-Hosts

- Third Annual Virtual EDI Institute, co-hosted by:
 - University of Mississippi
 - AACP

Recordings and Captioning

- The Institute is being recorded and live captioned.
- The recordings, caption transcripts, and slides will be available on the Institute webpage by February 3rd, 2023
- Captioning- In main Zoom room enable captions and in Zoom breakout rooms you will be provided a link, your team times will not be live-captioned

Acknowledgements

- AACP Staff
- Institute Planning Committee Members
 - **Katie McClendon**, Pharm.D., University of Mississippi (Chair)
 - **Sally Arif**, Pharm.D., Midwestern University
 - **Mario Browne**, Ph.D., University of Pittsburgh
 - **Catherine Cone**, Pharm.D., Touro University California
 - **Anisa Hansen**, Pharm.D., Drake University
 - **Alex Mills**, Pharm.D., University of Mississippi
 - **Candelaria Moralez**, B.A., AACP
 - **Sarah Shrader**, Pharm.D., AACP
 - **Miranda Steinkopf**, Pharm.D., AACP
 - **Malaika Turner**, Ph.D., Howard University

Social Media Connections

- Please be active on social media to increase engagement in the pharmacy community!
- You can mention @AACPharmacy
- Use **#AACPEdI** in your Twitter posts

Learning Objectives and Workshop Webpage

- Objectives
 - Describe why EDI is important in pharmacy education and healthcare.
 - Interpret how EDI concepts, misconceptions, and vulnerabilities are similar and different for each person.
 - Prepare inclusive and equity-minded teaching and assessment strategies to incorporate at the home institution.
 - Develop and evaluate curriculum and assessment activities that appropriately promote EDI at the home institution.
- Workshop Webpage
 - Will need to use this throughout the workshop
 - Available until May 1, 2023



Overview of Team Time

- Purpose: Networking, discussion, application, and curriculum/assessment activity and plan developed
- Mixed Team Time
 - Assigned team number on webpage
 - Mixed team handout on webpage
 - Meet 2x/day on Day 1 and Day 2
- Home Team Time
 - Assigned team name on webpage
 - Home team handout on webpage
 - Meet 2x/day on Day 2
 - Day 3 present curriculum/assessment activity to others for feedback and consulting

Zoom Ground Rules

- Include your first and last name and pronouns
- Please mute yourself when someone is presenting
- We encourage having your camera on (especially during the active-learning exercises and team times)
- Utilize the chat function respectfully as needed
 - This will not be captured; you can save info from the chat yourself if needed

The Basic Assumption™

We believe that everyone participating in activities at the AACCP EDI Institute is intelligent, capable, cares about doing their best, and wants to improve.©

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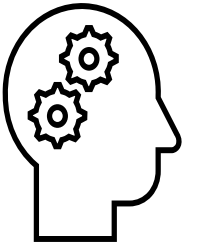
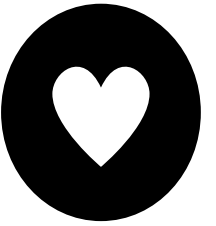


Aspire Ground Rules

- **A**=Assume good intent
 - Lead with curiosity and not judgement
 - Intent vs. impact (we want to align both)
- **S**=Speak one at a time
 - Monitor your “airtime”
- **P**=Participate (make space/take space)
 - Be fully present
- **I**=Use I statements
- **R**=Respect confidentiality
 - Create a safe environment
- **E**=Escuchar (to listen), Empathy
 - Create and model vulnerability

Heart, Head, and Hands Framework for the Institute

- Why is EDI important in pharmacy education based on emotions, human stories, and motivation?
- Why is EDI important in pharmacy education based on logic and needs?
- What do we need to know and do to enhance EDI in pharmacy education?



The Heart of the Matter: What Do Patients Need from an Inclusive Healthcare Team?

*Patient Panelists from Savvy Cooperative®
Sarah Shrader, PharmD, AACP (moderator)*

Objectives

- Describe how healthcare is experienced from the perspective of patients with diverse backgrounds and needs.
- Discuss the knowledge, skills, and attitudes that healthcare team members, including pharmacists, that are necessary to provide whole-person care.

Mixed Team Time #1

Will be provided with 5 min warning and then 60 sec. countdown to return


Ends at 11:50 AM EST.

Breakout Instructions

- Go to the Mixed Team Assignments link on webpage and find your name (Ctrl+F), note your team's number
- Go to the Mixed Team Prompts Handout link on webpage use this to go through Team Time #1 activities
- Select your Mixed Team Breakout group now

Breakout Instructions

How to Join the Session of Your Choosing:

1. Click **Breakout Rooms**  in your meeting controls
2. This will display the list of open breakout rooms
3. Hover your pointer over the number to the right of the breakout room you wish to join
4. Click **Join**, then confirm by clicking join

Note: if you did not join with **version 5.3.0** or higher you will not be able to self-select a breakout room. Please wait and ask the host to move you manually after the breakouts have started.

Journey Through Allyship: Walking the Walk, Not Just Talking the Talk

Matt Fete, PhD, Chicago State University COP

Jeremy Fox, PharmD, Shenandoah University SOP

Jeanine Abrons, PharmD, Univ. of Iowa COP

Monica Miller, PharmD, Purdue University COP

*Sally Arif, PharmD & Alex Mills, PharmD
(moderators)*

Objectives

- Describe the various non-traditional “journeys” pharmacy educators and clinicians can take related to EDI.

Meal and Screen Break

Please turn off video and mute

Return promptly at 1:40 PM EST!

Circle of Trust Activity

- Take a sheet of paper and along the left-hand side number 1-6 in a column (space out)

1.

4.

2.

5.

3.

6.

- Write down the initials of the 6 people (NOT family members) who you trust the most. Think about your personal and professional mix.

How Diverse is Your Trusted Six?

- For most of us, the trusted 6 is minimally diverse
- Affinity or In-group Bias
 - Tendency or preference for people like ourselves
 - Research demonstrates greater trust, positive regard, cooperation, and empathy to ingroup members compared to outgroup
 - Preference largely instinctive and unconscious
- Consider the implications for this in the workplace, classroom, and in healthcare

Home Team Time #1


Will end at 2:10 PM EST

Breakout Instructions

- Go to the Home Team Assignments link on webpage and find your name (Ctrl+F), note your team's name if needed
- Go to the Home Team Prompts Handout link on webpage use this to go through Team Time #1 activities
- Select your Home Team Breakout group now

Breakout Instructions

How to Join the Session of Your Choosing:

1. Click **Breakout Rooms**  in your meeting controls
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Elective Tracks and Plans for Remainder of the Day

2:10 p.m.–3:10 p.m. EST

Break-out to Selected Track

A: Microaggressions & Bias

B: Modeling Vulnerability

3:10 p.m.–3:30 p.m. EST

Screen break

3:30 p.m.–4:15 p.m. EST

Mixed Team Time

4:15 p.m.–5:15 p.m. EST

Home Team Time

5:15 p.m.–5:30 p.m. EST

Wrap-Up

Breakout Instructions

- Select the “More” menu in your toolbar at the bottom of your Zoom window. Then select “Breakout Rooms.”
- Choose your selected Elective Track now.

A: Microaggressions & Bias

B: Modeling Vulnerability

Screen Break

Please turn off video and mute

Return promptly at 3:30 PM EST!

Mixed Team Time #2

Follow prompts for Activity 2

Ends at 4:15 PM EST.

Home Team Time #3

Follow prompts for Activity 3

Ends at 5:15 PM EST

Wrap-up Day 1

- Thank you for a great day!
- Optional coffee chat for conversations and reflections at 9:45 AM EST tomorrow.
- Prompt 10:00 AM EST start time with keynote speaker
- Brief overview of Day 2

Day 2: Contemporary Curriculum and Assessment Solutions Focused on Enhancing Equity, Diversity, and Inclusion Institute

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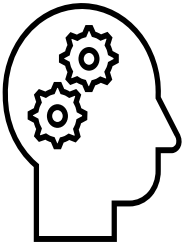
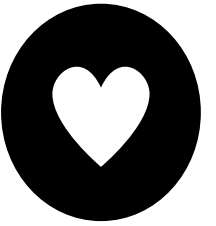
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Heart, Head, and Hands Framework for the Institute

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- Why is EDI important in pharmacy education based on logic and needs?
- What do we need to know and do to enhance EDI in pharmacy education?



Morning Focused on Inclusive Teaching for our Students and Afternoon Focused on Equity, Diversity, and Inclusion for our Patients

The “How” of Inclusive Teaching: Practical, Evidence-Based Strategies for Every Class

Flower Darby, MA, BA

Associate Director Teaching for Learning Center

University of Missouri

Brief Screen Break

Please turn off video and mute

Return promptly at 11:10AM EST!

Breakout Instructions

- Select the “More” menu in your toolbar at the bottom of your Zoom window. Then select “Breakout Rooms.”

- Choose your selected Elective Track now.

A: Equity & Culture

B: Equity & Disability

C: Equity & Assessment

Brief Screen Break

Please turn off video and mute

Return promptly at 12:10PM EST!

Crazy 8 Instructions

Generate a lot of inclusive teaching/assessment ideas in a short amount of time. Eight “crazy” ideas in 8 minutes!

- Get a full sheet of paper and along left number 1-8 (space it out)
- You have 1 minute to flush out 1 idea! Keep thinking and writing for the whole minute about that idea
- A verbal cue will be provided when time is up and you move to the next number to repeat for another min, etc. x 8 minutes

Mixed Team Time #3

Follow prompts for Activity 3

Ends at 12:45 PM EST

Meal and Screen Break

Please turn off video and mute

Return promptly at 1:45 PM EST!

Incorporation of EDI Into the Curriculum and Co-Curriculum

Imbi Drame, PharmD

Clinical Assistant Professor

Howard University

Breakout Instructions

- Select the “More” menu in your toolbar at the bottom of your Zoom window. Then select “Breakout Rooms.”

- Choose your selected Elective Track now.

A: EDI & Communication

B: Cases & Intersectionality

C: Exper. Ed & Health Equity

Screen Break

Please turn off video and mute

Return promptly at 3:50 PM EST!

Crazy 8 Instructions

Generate a lot of EDI in the curriculum/co-curriculum ideas in a short amount of time. Eight “crazy” ideas in 8 minutes!

- Get a full sheet of paper and along left number 1-8 (space it out)
- You have 1 minute to flush out 1 idea! Keep thinking and writing for the whole minute about that idea
- A verbal cue will be provided when time is up and you move to the next number to repeat for another min, etc. x 8 minutes

Mixed Team Time #4

Follow prompts for Activity 4

Ends at 4:40 PM EST

Home Team Time #3

Follow prompts for Activity 3

Ends at 5:30 PM EST

Goal: Shape your idea(s) to present a brief pitch of your activity to a team of “consultants” from other institutions tomorrow during Troika Consulting

Wrap-up Day 2

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Welcome and Reflections

After 2 Days: What is your biggest "Aha Moment" or Take-home point?

Troika Consulting on EDI Curriculum or Assessment Plans



Get practical help from colleagues to enhance your EDI curriculum or assessment plan prior to implementation

Assigned random breakout group with a total of 3 people

- 3 Rounds → Each round takes 10 minutes → Roles rotate each round
- **Introductions and assign roles for round 1, after that round is complete rotate roles (the goal is to have everyone be the client and present their idea one time)**
 1. **Client:** Describe ONE EDI curriculum or assessment plan, and specifically highlight areas where you would like consultation (2 min)
 2. **Consultants:** Ask client a few clarifying questions (1-2 min)
 3. **Client:** At this point mute yourself, shut off camera, **LISTEN** and take notes
 4. **Consultants:** Start brainstorming and discussing the activity, give constructive comments, feedback to make it better, etc. **Do not limit your ideas!** (5 min)
 5. **Client:** Recap what you heard (1 min)
 6. Rotate roles and repeat for two more rounds!
 7. Come back to main room at 11:30 AM EST.

Screen Break

Please turn off video and mute

Return promptly at 11:45AM EST!

Home Team Time #4

Follow prompts for Activity

Ends at 12:15 PM EST

Goal: Plan to Keep the Momentum Going After the Institute!

How to Teach and Lead for Sustainable EDI Change

Whitney Peoples, PhD

Director of Diversity, Equity, and Inclusion

University of Michigan School of Public Health