



Diversity, Equity, and Inclusion (DEI)
CPS Task Force – Date: March 7, 2022

Attendees

	Name	Email Address	Area of Practice / Institution
X	Emily Zadvorny	EMILY.ZADVORNY@CUANSCHUTZ.EDU	CPS Executive Director
X	Jen Biltoft	jennifer.biltoft@sclhealth.org	CPS Past President, SCL Health
X	Tisha Smith	Leticia.Smith@dhha.org	CPS President-Elect; Asst Director of Ambulatory Clinical Rx Services; Denver Health
X	Lisa Nguyen	Lisa.Nguyen@sclhealth.org	Critical Care Supervisor; St Joseph's Hospital
	Keith Williams		Pharmacist, Kaiser Permanente
	Janon Khedir Altiae	jaltiae@gmail.com	Pharmacist; previously inpt Lutheran
X	Alvin Oung	aoung@uwyo.edu	U of Wyoming faculty; St Joseph's Family Medicine
	Joseph Feiccabrino	josephafeiccabrinojr@icloud.com	Front range community college tech student; Centura Health
	Morgan Griffin	morgangriffin@hotmail.com	Drug Safety Pharmacist; Denver Health
	Stacy Anderson	SAnderson@paragonhealthcare.com	Grand Junction
	Kristi Bronkan	Kristi.m.bronkan@kp.org	Sr Manager Clinical Trials; Kaiser Permanente
	Mary Desta	mary@apexrxco.com	
X	Robert Willis	Robert.Willis@safeway.com	CPS Current President; Residency Director/Training; Safeway/Albertson
	Tim Finnegan		CU P4 student
	Doan Do	doando96@gmail.com	Pharmacy Resident; Denver Health
X	Shasta Tall Bull	shasta.tallbull@cuanschultz.edu	CE Chair for CPS-ANP
X	Elton Nguyen	eltonmnguyen@gmail.com	ACP representative
	Krista Olsen	olsenkrista0@gmail.com	CPS member

Agenda

1. Previous Action Items

- Post Updated DEI Task Force Image/Logo on CPS Website
 - Re-edited previous image
 - **ACTION: Alvin to submit to Sonja for posting on CPS Website and Newsletter**
- CPS DEI Taskforce Website Location
 - Discussed alternative location as opposed to under “Committees and Task Forces”
 - Limited tabs allowed on main homepage
 - Determined best place to re-locate is under the “About” section
 - **ACTION: Alvin to submit website updates to Sonja/Emily**
- MyCommittee Access
 - Alvin and Kristi now have access
 - **ACTION: Alvin and Kristi to organize and discuss plans for next steps**
- Academy/Committee Reporting
 - **ACTION: Kristi to reach out to Academy and Committee liaisons regarding the DEI charges by next meeting, Robert to pull report from Academy/Committee charges**

2. CPS Annual meeting is June 2-3: DEI topic

- Annual meeting planning committee currently discussing possibility of speaker, Stevi (?), recommended by Sarah Bow to discuss cultural considerations for better medication adherence. Emily Z to reach out with tentative 1 week timeline to respond
- Otherwise, will plan to move forward with panelist discussion format
- Discussed that while panelist sharing on personal experiences on implicit bias/discrimination can be disheartening, important to have vulnerable, honest discussion. Can also share positives from this.



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- Examples of panel formats shared from DH (Implicit bias), Albertsons Safeway (Brave Conversations)
- Ideally would like to have 4-5 panelists
- Potential panelists: Alvin? Tisha? Robert? Lisa? Jasjit Gill? Students? Technicians? – volunteers
- Potential moderators: Alvin? Kristi?
- Potential topics: Implicit Bias, Brave Conversations, Discrimination
- **ACTION: Tisha and Robert to forward templates/questions from workplace events. Alvin to send out email to CPS membership soliciting interested panelists; Taskforce to select panelists, likely over email**

3. 2022 Goals / Projects

- CPS Newsletter
 - Member spotlight
 - Anticipating future member spotlights to have included DEI questions in their spotlight
 - Diversity month – April Newsletter
 - Share updates and what has been done by DEI committee in the last year
 - **ACTION: Alvin and Kristi to draft DEI updates/statement for newsletter and social media outlets**
- b. Education, speakers, training sessions
- c. Message to leadership in various CO organizations (updates on what organizations are doing)
 - DH developed own DEI Taskforce, identifying issues/gaps in advancement for BIPOC
 - Albertsons Safeway corporate looking into improving recruitment through focus on diverse universities
 - Saint Joseph Hospital FM residency formed Social Justice Work Group to address healthcare inequities and lack of underrepresented minorities among faculty/residents
 - SJH Inpatient distributed DEI survey but results unknown, currently also undergoing merger
- d. Survey
 - ANP – distributing Qualtrix DEI survey this month

ASHP webinars (7-series)

1. Sept 22 - Laying the foundation / worksheet and practical examples / self-identify
2. Oct 14 - Navigating Contentious Conversations
3. Nov 4 – Leadership Strategies for Improving DEI in the Workplace
4. Jan 20 – Obligations of Pharmacy Professionals, Institutions, and Organizations to Address Social Determinants of Health Inequity
5. Feb 15 – [Enhancing Cultural Awareness and Safety in Pharmacy Practice: “The Heart Work”](#)
6. March 16 [Affirming pharmacist care: Understanding disparities and creating an inclusive environment for sexual and gender minorities](#)

ASHP DEI Educational Series

Registration is open for the third webinar in ASHP's [seven-part educational series on diversity, equity, and inclusion](#), which highlights real-world scenarios, best practices, and actionable steps to recognize and combat bias and disparities in care. Accredited for pharmacists and pharmacy technicians, the webinars are free and accessible to all.

Action Items:

- Alvin to send Sonja revised DEI image/logo
- Alvin to send DEI website updates to Sonja/Emily
- Alvin and Kristi to organize MyCommittee and discuss plan for next steps
- Kristi to reach out to Academy and Committee liaisons regarding the DEI charges
- Robert to pull report from Academy/Committee charges
- Tisha and Robert to forward DEI panel templates/questions from workplace events
- Emily Z to provide update on DEI session speaker selection
- Alvin to send out email to CPS membership soliciting interested panelists for DEI topic
- Alvin and Kristi to draft DEI updates/statement for newsletter and social media outlets

Next Meeting: Monday, April 4, 2022 @ 4:30pm

Join Zoom Meeting <https://zoom.us/j/94670962230?pwd=TDREVjhBSzgvV1pkemhQdzc0ZIRydz09>