



**Diversity, Equity, and Inclusion (DEI)  
CPS Task Force – Date: January 3, 2022**

**Attendees**

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

**Agenda**

**Kudos / gratitude: Happy New Year!**

**1. Previous Action Items**

- All: For the next meeting on December 6<sup>th</sup>, further discuss / brainstorm the DEI Task Force next project or projects. **DISCUSSED**
- Kristi to reach out to Academy and Committee liaisons regarding the DEI charges by next meeting on December 6 **OUTSTANDING**

**2. DEI Charges for the academies and committees - reflect our statement and initiatives**

- ANP Is working on their academy charge – engage ANP members in programming surrounding Diversity, Equity and Inclusion by conducting survey of their members.

**3. CPS Winter meeting: DEI Speaker (Jason Thompson)**

Slides have been submitted and feedback will be provided by Shasta and Tisha to Jason.

Krista would like to know if there are any plans to meet up at the Winter Meeting.

It was suggested that we use the time during introduction of the speaker to 'market' the DEI Task Force, what is coming up in 2022, and ways to get involved.

**4. CPS Annual meeting is June 1: DEI topic**

Use the CPS annual meeting to summarize and reflect on what each committee / task force did over the past year.

**5. What project is next for this group? Project Ideas from the November meeting**

- Contribution to the CPS newsletter** – highlighting a member in how to cultivate DEI into practice, what diversity means to them, or what tools use to incorporate DEI into culture



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### Membership spotlight for the CPS newsletter

Ask the membership committee to add a diversity question

When highlighting a member, focus and identify a member from a diverse group

Tisha/Lisa described on how to a member is selected for the member spotlight (Sondra May) - target new members or ends up being a board person or other CPS members if she receives no responses

Recommend, if possible, have a rolling queue

If unable to identify specific member who would like to highlight DEI, then can do a member spotlight on:  
Shasta / Kristen / Alvin

### Highlight Group, Culture, or Cause in the CPS newsletter

We should commit on doing, in addition to the newsletter, provide to the Communications committee highlight of the month based on the month.

However, want to be sure that we are all inclusive; what do we include / not as relevant / be as inclusive as possible / balance of too little or too much. For example, in some months, there are 5+ group, cause or culture recognized in a month (i.e. March has women's history, developmental disabilities awareness, gender equality, Greek-American Heritage, Irish-American Heritage, etc; whereas in January there are two identified recognitions, Poverty in America Awareness and Chinese New Year). We want to be sure that we represent everyone / deficiencies that we might not be aware of / highlight was is important to our members.

Why don't we highlight something broader and bigger? For example, April is **Celebrate Diversity Month**, a celebration that was initiated in 2004 to recognize and honor the diversity surrounding us all. By celebrating differences and similarities during this month, organizers hope that people will gain a deeper understanding of each other.

- b. **Message to leadership in various CO organizations** – What the organization is doing (i.e., Denver Health has a DEI Task Force) / Partner – value leader in the committee

Discuss at the next meeting on what this would look like as well as need volunteers to advocate for this project.

- c. **Training rather than a speaker** at a meeting / noon conference / town hall

Discuss with Emily on best way to proceed for each type of event; meeting, quarterly webinar, town hall, etc.

CPS Board is putting together their strategic plan for next 3-years, and we want to be sure that DEI is incorporated / kept on the radar into every aspect of CPS.

- d. **Conduct survey via social media** – post DEI questions, and conduct survey / Followers / share post / Instagram – share a story and conduct a quick survey

New practitioners working on charge - survey; bring back to the committee (Robert) - Lindsay and Sarah / pretty close by end of January or early February. DEI Task Force can build off of survey / pull information from the survey to direct projects / areas that the Task Force wants to focus on in 2022.

DEI activities this year under Robert: Town Hall

Membership Committee: no plans to survey the membership formally

## **6. Miscellaneous**

- a. Image came from on the website for DEI - where that logo came from, and create a new one that reflects what the DEI task force is about / what we do  
Shasta has canva to create a new logo for the CPS website if needed

## **ASHP webinars (7-series)**

- Sept 22 - laying the foundation / worksheet and practical examples / self-identify
- Oct 14 - next one Navigating Contentious Conversations
- Nov 4 – Leadership Strategies for Improving DEI in the Workplace



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- Jan 20 – Obligations of Pharmacy Professionals, Institutions, and Organizations to Address Social Determinants of Health Inequity
- Feb 15 – Enhancing Cultural Awareness and Safety in Pharmacy Practice: “The Heart Work”
- TBD – LGBTQIA+ Diversity, Equity and Inclusion
- TBD – Cultural Competence and Diversity for Pharmacy Educators

### **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:**

- Krista to send email about meeting up at the CPS winter meeting.
- Kristi to send Robert: DEI Task Force marketing blurb for the CPS winter meeting
- Robert - request format of question, and develop one that can be included in the membership questions
  - Proposed Question: How to incorporate DEI into your practice or organization?
- Kristi to reach out to Academy and Committee liaisons regarding the DEI charges by next meeting
- Kristi to reach out to Emily re:
  - Image on the website for the DEI Task Force
  - Explore again if we can use My Committee to store all agenda / shared documents
  - Keep DEI on radar for quarterly webinar, future meetings, Strategic Plan

**Next Meeting:** Monday, February 7, 2022 @4:30 PM

Join Zoom Meeting <https://zoom.us/j/94670962230?pwd=TDREVjhBSzgvV1pkemhQdzc0ZlRydz09>