



**Diversity, Equity, and Inclusion (DEI)
CPS Workgroup – Date: November 1, 2021**

Attendees

	Name	Email Address	Area of Practice / Institution
	Emily Zadvorny	EMILY.ZADVORNY@CUANSCHUTZ.EDU	CPS Executive Director
X	Jen Biltoft	jennifer.biltoft@schealth.org	CPS President, SCL Health
X	Tisha Smith	Leticia.Smith@dhha.org	Asst Director of Ambulatory Clinical Rx Services; Denver Health
X	Lisa Nguyen	Lisa.Nguyen@schealth.org	Critical Care Supervisor; St Joseph's Hospital
	Keith Williams		Pharmacist, Kaiser Permanente
	Janon Khedir Altiae	jaltiae@gmail.com	Pharmacist; previously inpt Lutheran
	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
X	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	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@cuanschutz.edu	CE Chair for CPS-ANP
X	Elton Nguyen	eltonmnguyen@gmail.com	ACP representative
X	Krista Olsen	olsenkrista0@gmail.com	Student member of CPS

Agenda

Kudos / gratitude

1. Previous Action Items

- Kristi to send updates for the CPS website (DEI statement, Sept minutes, ASHP link) – DONE [CPS DEI Task Force](#)
- Tisha to engage further with Jason Thompson - ongoing
- Robert to clarify Emily's request for a DEI membership statement to share with CPS members - DONE
- Alvin to submit a write-up for CPS newsletter, and posted on social media platforms – DONE



CPS DEI
Taskforce.msg

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

Robert communicated the role of the DEI task force at the last CPS Board Meeting – we are a supportive role and can be a resource to the academies and committees.

This is an outstanding item, and will be completed before the December DEI Task Force meeting: Kristi / Alvin to reach out to Academy and Committee liaisons regarding the DEI charges, and then bring back to the next DEI Task Force meeting on November 1



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

Tisha provided the minimum requirements for a presentation; shared desire that the talk will be interactive and bring up tough topics

4. CPS Annual meeting is June 1: DEI topic

Any volunteers to present and/or join the annual meeting planning committee?

Annual meeting committee meets once a month, and then about 4-6 weeks prior to meeting, increase frequency of meeting to every other week or every week

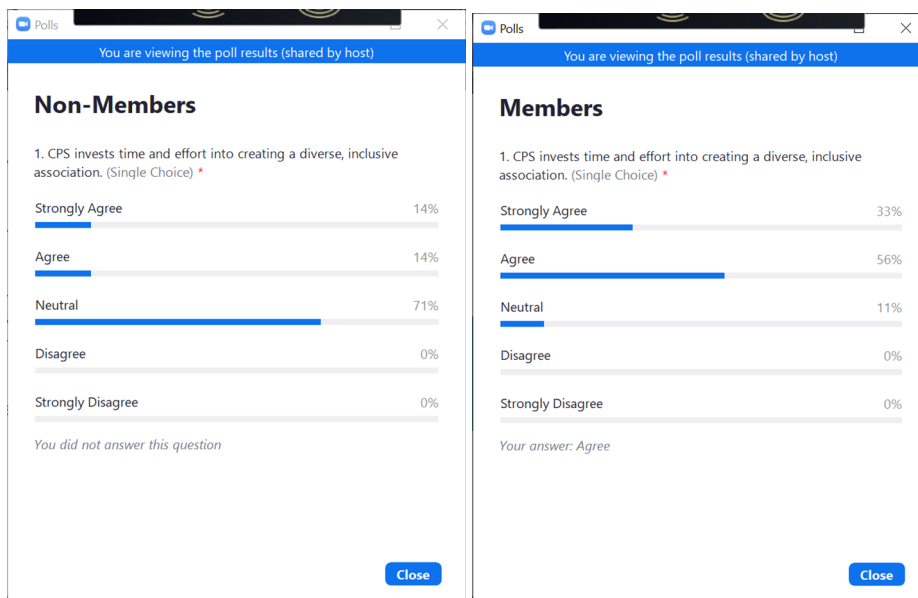
- ✓ Shasta and Krista would like to join the annual meeting committee – forward names to Jill to be added to the mtg invite
- ✓ Alvin willing to present at the annual meeting after completion of the ASHP Diversity, Equity, and Inclusion Certificate

5. CPS Town Hall

Results were shared regarding the DEI-like questions asked of members and non-members.

Kristi took screenshots of the results from one of the questions.

Attached is the spreadsheet of the responses to the DEI-like questions by members and non-members.



6. What project is next for this group? Project Ideas

- **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

- **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

- **Training rather than a speaker** at a meeting / noon conference / town hall
- **Conduct survey via social media** – post DEI questions, and conduct survey



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Followers / share post

Instagram – share a story and conduct a quick survey

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

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.

[Leadership Strategies for Improving DEI in the Workplace](#) will be held Nov. 4 at 1 p.m. A recording of our first webinar, [Laying the Foundation \(Part 1\): How to Understand You and Your Role in Inclusive Conversations](#), is now available on demand.

Action Items:

- All: For the next meeting on December 6th, further discuss / brainstorm the DEI Task Force next project or projects.
- Kristi to reach out to Academy and Committee liaisons regarding the DEI charges by next meeting on December 6
- All: AMP Committee requests feedback on proposed survey questions to AMP members:
<https://docs.google.com/document/d/1UT6APOkA5ApKJLNdikjepIza4-MF7v4N7Oxtk01gso/edit>
Sent out on 11/1 with request for comment by 11/2