



**Diversity, Equity and Inclusion (DEI)  
CPS Workgroup – Date: May 3, 2021**

**Attendees**

	Name	Area of Practice / Institution
X	Emily Zadvorny	CPS Executive Director
	Jen Biltoft	CPS President, SCL Health
X	Tisha Smith	Asst Director of Ambulatory Clinical Rx Services, Denver Health
X	Lisa Nguyen	Critical Care Supervisor; St Joseph's Hospital
	Keith Williams	Pharmacist, Kaiser Permanente
X	Janon Khedir Al-tiae	Pharmacist; previously inpt Lutheran
	Suriya Xiong	PGY2 Amb Care Resident, Kaiser Permanente
X	Alvin Oung	U of Wyoming faculty; St Joseph's Family Medicine
	Joseph Feiccabrino	Front range community college tech student; Centura Health
	Morgan Griffin	Drug Safety Pharmacist; Denver Health
	Stacy Anderson	Grand Junction
X	Kristi Bronkan	Sr Manager Clinical Trials; Kaiser Permanente
	Mary Desta	
X	Robert Willis	Residency Director/Training; Safeway/Albertson
	Tim Finnegan	CU P4 student

**Agenda Topics**

1. Minutes from 4/5/2021: no changes
2. Alvin all set for annual meeting – focus on inclusion
3. Defining diversity, equity and inclusion as it pertains to CPS

**Diversity**

Focusing on diversity - not a single guideline / depends on needs / areas of interest  
 Celebrating diversity - differences between individuals and including all forms of dissimilarity  
 Difference in experiences  
 Being invited to the party

**Inclusion**

Ask to dance at the party

**Equity**

4. What is our scope?  
 Scope: focus on what the task force can do (start small)  
 Start with trial and error, and then decide what can move to broader CPS membership

**Position vs. Purpose vs Value Statement**

- CPS vision / mission statement
- Board mtg: no specific direction on what statement should be
- Need timeline for putting a statement together
- Different type of statements / purposes researched by Lisa/Tisha
- Can change over time - evolve as we grow as individuals and organization



COLORADO  
PHARMACISTS  
SOCIETY

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### 5. Survey Ideas

What do we want to get out of survey?

Members: thoughts and perception of DEI; inclusion of all areas of pharmacy and type of practices

Non-members: difficult to do identify and do outreach to non-members

What are we going to do with the results? – can inform the task force of perception of DEI by our members, and then guide our approach to address the results of the survey (i.e. update policies, recruiting new members, language we use, etc.)

Recommend keep survey anonymous so that solicit open and honest answers for baseline information, and then could ask question ongoing

Not collecting demographic information – include as part of membership renewal or new membership application

### 6. Special topics series for future meetings

Thoughts on Implicit Bias video – great segway into next month's discussion

Multiple topics to discuss at each meeting (i.e. microaggression)

Emily: Advocacy issue - proposing CE (no requirement at this time)

### **Next Steps**

- Kristi: Put together draft survey for CPS members and send out before next meeting to discuss and finalize
  - \*\*Member: engaged members are going to respond
  - Provide incentive \$25 gift card
- Communicate survey in multiple locations: Email and Social Media: Twitter, FB, LinkedIn, Instagram
  - o Create survey in MS forms
  - o Once survey is completed, then direct person to different MS form to enter into drawing to win gift card
- All: Review definitions and policy template to discuss at next meeting so can draft a DEI statement  
**Diversity, Inclusion, and Equity Policy Template**  
<https://bloomerang.co/resources/templates/diversity-inclusion-and-equity-policy-template/>
- Janon: Put together DEI blurb in newsletter: solicit others join the Task Force  
Who's contact information to include
- Lisa: put in social media - sample post
- Emily: continue collecting state info and share with the task force at next meeting

Next meeting is scheduled: Monday, June 7<sup>th</sup>, 4:30 -5:30PM