



**Diversity, Equity and Inclusion (DEI)  
CPS Workgroup – Date: September 13, 2021**

**Attendees**

	Name	Email Address	Area of Practice / Institution
X	Emily Zadvorny	<a href="mailto:EMILY.ZADVORNY@CUANSCHUTZ.EDU">EMILY.ZADVORNY@CUANSCHUTZ.EDU</a>	CPS Executive Director
X	Jen Bilstoft	<a href="mailto:jennifer.bilstoft@sclhealth.org">jennifer.bilstoft@sclhealth.org</a>	CPS President, SCL Health
X	Tisha Smith	<a href="mailto:Leticia.Smith@dhha.org">Leticia.Smith@dhha.org</a>	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
X	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>	
	Robert Willis	<a href="mailto:Robert.Willis@safeway.com">Robert.Willis@safeway.com</a>	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@cuanschutz.edu">shasta.tallbull@cuanschutz.edu</a>	CE Chair for CPS-ANP
X	Elton Nguyen	<a href="mailto:eltonmnguyen@gmail.com">eltonmnguyen@gmail.com</a>	ACP representative
	Krista Olsen	<a href="mailto:olsenkrista0@gmail.com">olsenkrista0@gmail.com</a>	Student member of CPS

**General announcements**

1. August meeting: only 3 of us were able to attend and did not want to make any decisions about the DEI Statement. No minutes were put together or sent out.
2. Admin: see calendar invites - updated Zoom invited started with October 4<sup>th</sup> meeting (1st Monday) from Sonia Hix
3. Introductions – Welcome!!
  - a. Dr. Shasta Tall Bull - CE Chair for CPS-ANP
  - b. Elton Nguyen - ACP representative
4. Alvin graciously accepted to be co-chair of the DEI task force

**Agenda**

1. Where are committees DEI charges at? Will be reviewed at the next board meeting on 9/14
2. We want everyone's voice to be heard, and the **DEI statement** to reflect the entire DEI task force for CPS.
  - Please identify top statement – what resonates with you (a – e)



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- Comment is there are words / other parts of the statement that would make it your ideal statement.
  - a. *Colorado Pharmacists Society recognizes, celebrates, and draws from our differences because it makes us all better. We are continually committed to promoting diverse, inclusive, and equitable opportunities that benefit our profession, patients, and the public.*
  - b. *Diversity, equity and inclusion is interwoven throughout the Society's core values and beliefs. Continual efforts are in place to foster inclusivity and to celebrate our differences to empower our members to connect.*
  - c. *The Colorado Pharmacists Society promotes an environment that is diverse, equitable, and inclusive in order to optimize patient care and public health, regardless of gender, race, ethnicity, national origin, age, sexual identity/orientation, education, or all other identities. These ongoing efforts will be evident throughout the mission and vision of CPS and we strive to celebrate our differences while advancing the profession.*
  - d. *CPS is committed to developing and supporting a diverse and inclusive community. We value togetherness and the ability to be open about our individuality. Everyone has a say.*
  - e. *The Colorado Pharmacist Society (CPS) is committed to creating an environment of inclusivity for all of its members. For CPS to be its best, we need to learn from one another to ignite opportunities for all pharmacists and pharmacy technicians within the state of Colorado. For it is the diversity that empowers us to connect, belong and grow as one society, one voice.*

Final 'draft' agreed upon statement:

*Colorado Pharmacists Society recognizes, celebrates, and draws from our differences because it makes us all better. CPS is committed to developing and supporting a diverse, inclusive and equitable community in order to ignite opportunities for all pharmacy professionals. Diversity empowers us to connect, belong and grow as one society, one voice.*

3. CPS winter meeting: DEI task force is committed to providing a session and identify a speaker by Oct 1  
Ideas:
  - Tisha - Jason Thompson: DEI @ CU about early 2000's <https://www.linkedin.com/in/thomps04/>
  - Shasta - Senator Fields or Maisha Fields <https://www.linkedin.com/in/maisha-fields-49214363>
    - If Jason declines to speak at winter meeting, then Shasta will reach out to Maisha
    - If neither Jason or Maisha are unable to speak, then will ask for volunteers from DEI Task Force and decide who and what type of format
4. ASHP is hosting a 7-part webinar series on how to promote and navigate inclusive conversations in our environments, including the pharmacy workplace starting on Sept 22  
Webinars are FREE and accessible to all, and ASHP membership is not required. Click on the links below to register!  
**Wednesday, September 22, 2021 (11:00 am - 12:15 pm MST)**  
[Part 1 - Laying the Foundation: How to Understand You and Your Role in Inclusive Conversations \(0.125 CEUs\)](#)  
**Thursday, October 14, 2021 (11:00 am - 12:15 pm MST)**  
[Part 2 - Navigating Contentious Conversations \(Part 2\): How to Make Connections and Address Behaviors through Difficult Discussions \(0.125 CEUs\)](#)



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**Outstanding items**

Janon: explore guest speaker -Lisa is not available

**Completed items**

CPS Website has been updated: <https://copharm.memberclicks.net/diversity-equity-and-inclusion-task-force>

**Next Steps**

- Robert to send out final DEI charges from the CPS committees to the DEI task force
- Kristi to send out final statement and ask for feedback. After receiving all comments, then Kristi will send final DEI statement to the CPS Board for final approval
- Tisha to ask if Jason is available to speak at the CPS Winter meeting within 1-weekk