



PSW Funding to Support Equity and Inclusion Efforts within Pharmacy Practices

by Madelyn Fischer, 2024 PharmD Candidate, Sarah Pagenkopf, PharmD, BCPS, Kate Hartkopf, PharmD, BCACP

Through financial support from the Wisconsin Pharmacy Foundation (WPF) Building Our Tomorrow Fund, PSW launched a grant program to inspire innovation in equity and inclusion work among Wisconsin pharmacy practices. In alignment with the PSW Strategic Plan, the program provided funding to empower pharmacists, pharmacy technicians, and pharmacy students to advance equity and inclusion in their workplaces and provide culturally responsive care to patients.

All proposed projects included a collective aim to foster the PSW Organizational Diversity, Equity, and Inclusion (DEI) Statement.

“PSW supports diversity in our mentorship, equity in our opportunities, and inclusiveness in our organization. We embrace our differences, unifying efforts to enhance patient care while advancing our profession. Our patients are diverse, and so are we.”

Awardee Spotlights

Here is what our awardees are doing in their workplaces and practices with the support of the WPF Building our Tomorrow grant funds:

Concordia University-Wisconsin School of Pharmacy

Concordia University registered ten faculty members, including resident volunteers, to participate in an online course called “Practical Solutions for Faculty: Creating an Inclusive Classroom Climate and Culture.” While still in the

process of completing the course, once finished, the newly trained facilitators will provide training and seminar sessions for other faculty members based on the course curriculum. The same ten faculty members are also participating in the free Well-Being Ambassador Program offered by the American Society of Health-System Pharmacists (ASHP) to further advance and support their DEI education. Concordia University continues to actively discuss how the newly trained faculty will continue to support diversity, equity, and meaningful inclusion practices in learning.

Coulee Region Pharmacy Association

The Coulee Region Pharmacy Association, a group of local pharmacists and pharmacy technicians from the La Crosse area, meets monthly to share pharmacy information and updates. Grant funding allowed for expanded focus and the sponsorship of two ACPE-accredited continuing education programs, scheduled for October and November of 2023. The learning opportunity scheduled in October will be provided by The Center: 7 Rivers LGBTQ Connection in La Crosse. The session will focus on LGBTQ+ related healthcare issues, including gender and sexual orientation, proper use of pronouns, and how to become better allies to patients who identify as LGBTQ+. The second session, scheduled in November, will showcase Erin Gutowski, DO, and Heidi Allred, MD, champions and advocates for gender equality from Gundersen Health System. The presentation will focus on hormone therapy, a pharmacotherapy overview, common medications used, and accompanying counseling pearls. The Coulee Region Pharmacy Association is diligently working to share these opportunities for education and expanded

understanding to all Coulee Region Pharmacy Association members and to as many healthcare facilities and pharmacies as possible.

Froedtert and the Medical College of Wisconsin

The Froedtert department of pharmacy and their pharmacy research committee developed strategic goals promoting the growth and sophistication of pharmacy research. The 2023 goals were focused on promotion of DEI in study design and the use of inclusive language throughout all projects. Grant funding was used to develop educational curricula for pharmacy investigators focused on health equity. Four didactic lectures were offered in person and online for continuing education. Recordings of these sessions will be included in the training of future Froedtert pharmacy residents. Additionally, the pharmacy research committee plans to track the use of diverse, equitable, and inclusive language in project proposals.

Lakeshore Community Health Care

Lakeshore Community Health Care (LCHC) enrolled pharmacy staff in a corporate training course with the YWCA of Greater Green Bay. The course uses the Intercultural Development Inventory (IDI), an assessment of a person’s mindset related to culture that encompasses a person’s attitudes and beliefs related to cultural difference, their ability to see the complexity of cultural difference, and their skills in interacting with people from different cultural backgrounds. After completion of this program and training, LCHC hopes to develop a more inclusive environment for patients in all aspects of their care at LCHC. In addition to the funding for staff completion of the training course,

LCHC also used grant funding to support patient materials about diversity, equity, and inclusion in both Spanish and English.

Streu's Pharmacy

Streu's Pharmacy has focused the work supported by this grant in minority population inclusionary practices and has partnered with Casa Alba, a local non-profit Hispanic resource center in Green Bay, Wis. In early 2022, Streu's started a diabetes prevention program (DPP) and has been looking to increase participation in this program. By partnering with Casa Alba and using grant funding to offset costs, they offered a 16-hour lifestyle coach training about DPP in Spanish to the Hispanic/Latinx population of Green Bay. Many of these individuals are underinsured or uninsured. With the grant from the Wisconsin Pharmacy Foundation, Streu's Pharmacy was able to not only provide this training session in Spanish but was also able to cover the cost for six participants to be part of the DPP for one year.

ThedaCare

Aligned with the goals of the Building our Tomorrow grant from the Wisconsin Pharmacy Foundation, ThedaCare used the ACC Foundation DEI Maturity Model¹ to help assess baseline DEI elements and implement future goals aligned with the organization's strategic initiatives. ThedaCare then recruited Dorothy Enriquez from The Ellevate Collective to present a lunch-and-learn program titled "The Inclusive Leader: A Primer on Unconscious Bias." The session was hosted in June 2023 and a post-session survey was provided to attendees to gauge the impact and lessons learned from this experience. This session also served as the kickoff meeting for the DEI and well-being committee for the ThedaCare pharmacy department. The newly formed ThedaCare DEI and well-being committee focus will be employee well-being and DEI initiatives. With the funds from the foundation, ThedaCare was also able to purchase the ASHP Diversity, Equity, and Inclusion certificate course.

After completing this course, the DEI and well-being committee plans to develop and offer curriculum to the pharmacy team that focuses on the core tenets of the certificate course. The goal of this work is to develop and empower a team and culture more comfortable in the workplace and workspace who appreciate and strive for a higher level of well-being.

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References

1. Association of Corporate Counsel. ACC Foundation DEI Maturity Model. Accessed 7/1/2023. <https://www.acc.com/diversity-equity-inclusion>

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