

UNIVERSITY *of* WASHINGTON

SCHOOL OF PHARMACY

DIVERSITY, EQUITY, AND INCLUSION STRATEGIC PLAN



2022-2025



1. CULTIVATE A SAFE, ACCESSIBLE, INCLUSIVE, AND EQUITABLE CLIMATE.

- 1A. Ensure that students, postdocs, faculty and staff from all three departments and the Dean's Office are empowered to improve the climate of the School, the University, and the broader community through participation in the Diversity, Equity, & Inclusion Council (DEIC) and other DEI-related activities.
- 1B. Ensure that all students, staff, and faculty participate in trainings and professional development focused on preventing harassment, discrimination, misconduct, and bias based on factors including sex, gender, and race.
- 1C. Dedicate resources to coordinate, support, and highlight DEI-related efforts in the School.

2. ATTRACT, RETAIN, AND GRADUATE A DIVERSE, REPRESENTATIVE, AND EXCELLENT STUDENT BODY.

- 2A. Support recruiting and outreach efforts for the graduate and Pharm.D. programs that focus on prospective students who identify as BIPOC, LGBTQIA+, people with disabilities, or as members of other systemically minoritized groups.
- 2B. Strengthen advising, mentoring, and peer support opportunities for students and trainees from systemically minoritized populations.
- 2C. Provide high-quality research opportunities and mentorship to prospective students at the undergraduate and post-baccalaureate levels.

3. ATTRACT AND RETAIN DIVERSE, REPRESENTATIVE, AND EXCELLENT STAFF AND ACADEMIC PERSONNEL.

- 3A. Ensure that all faculty and staff searches implement best practices to minimize bias and improve inclusion.
- 3B. Implement a consistent onboarding process for faculty, research and academic staff that connects them with School- and University-level support resources.
- 3C. Support a strong program of faculty and staff development and mentoring with a particular focus on faculty and staff from minoritized populations.

4. REFLECT EQUITY AND INCLUSION IN RESEARCH, TEACHING, AND PRACTICE.

- 4A. Identify gaps in existing curricular and co-curricular material, and provide faculty with resources to address these gaps.
- 4B. Attract extramural funding aimed at improving diversity and inclusion in STEM, including diversity supplements, graduate student/postdoc fellowships, and Pharm.D. student scholarships.
- 4C. Foster and support research by both faculty and trainees that tackles inequity and marginalization in pharmacy and the pharmaceutical sciences, including race-conscious research and studies on diverse patient populations.

5. BE ACCOUNTABLE AND TRANSPARENT.

- 5A. Prepare and disseminate a report every year summarizing DEI-related activities, challenges, and opportunities.
- 5B. Assess and update this Strategic Plan every year to reflect changing needs and opportunities.

Questions about any of the concepts or language referred to in this document?
Please see an explanation of terms at
sop.uw.edu/about/diversity-equity-and-inclusion/resources/dei-terms