



A conference that is for us and by us

Emergency Medicine Pharmacotherapy with Resuscitation (EMPowerRx) Conference



DEI: PUTTING WORDS INTO ACTION



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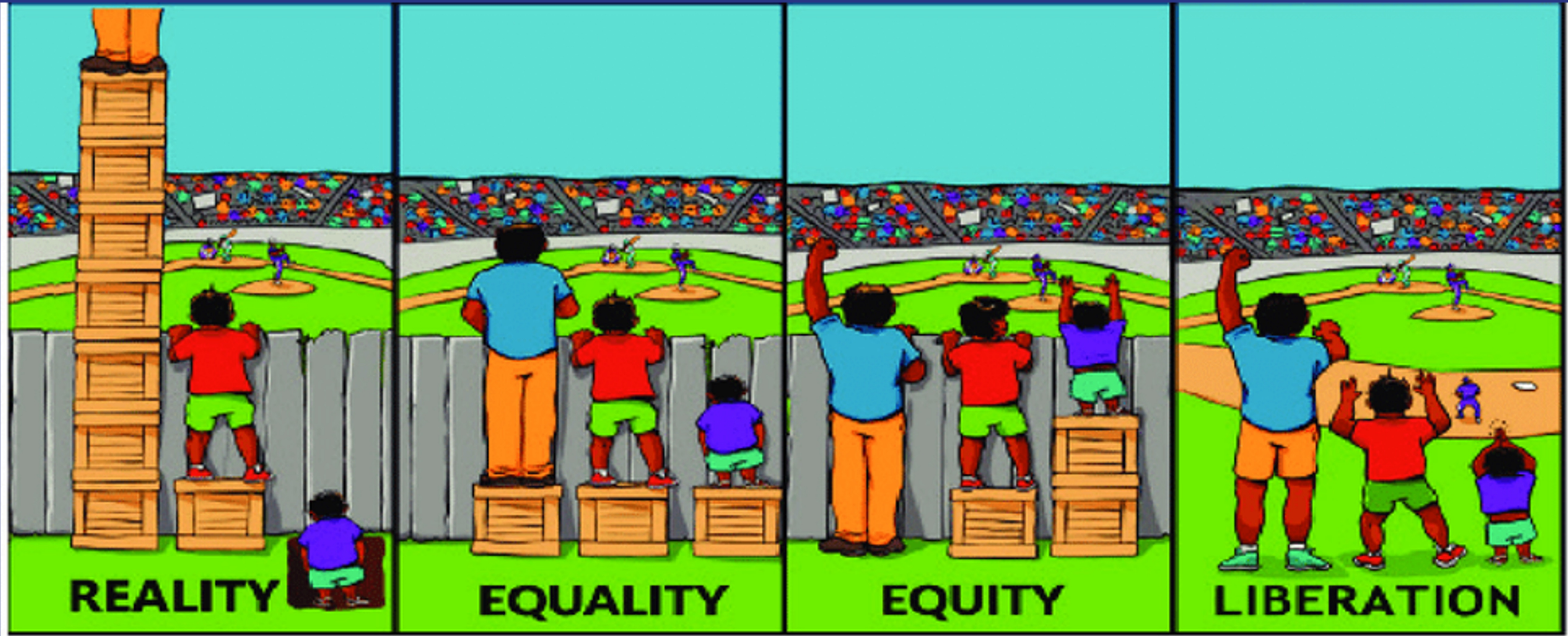
At the conclusion of the presentation, participants should be able to:

- Recognize barriers to ensuring DEI in healthcare settings
- Describe strategies pharmacists/preceptors/RPDs can utilize to implement DEI initiatives
- Discuss DEI enhancement opportunities from a patient-centered perspective (e.g. health disparities, research projects)

Disclosures

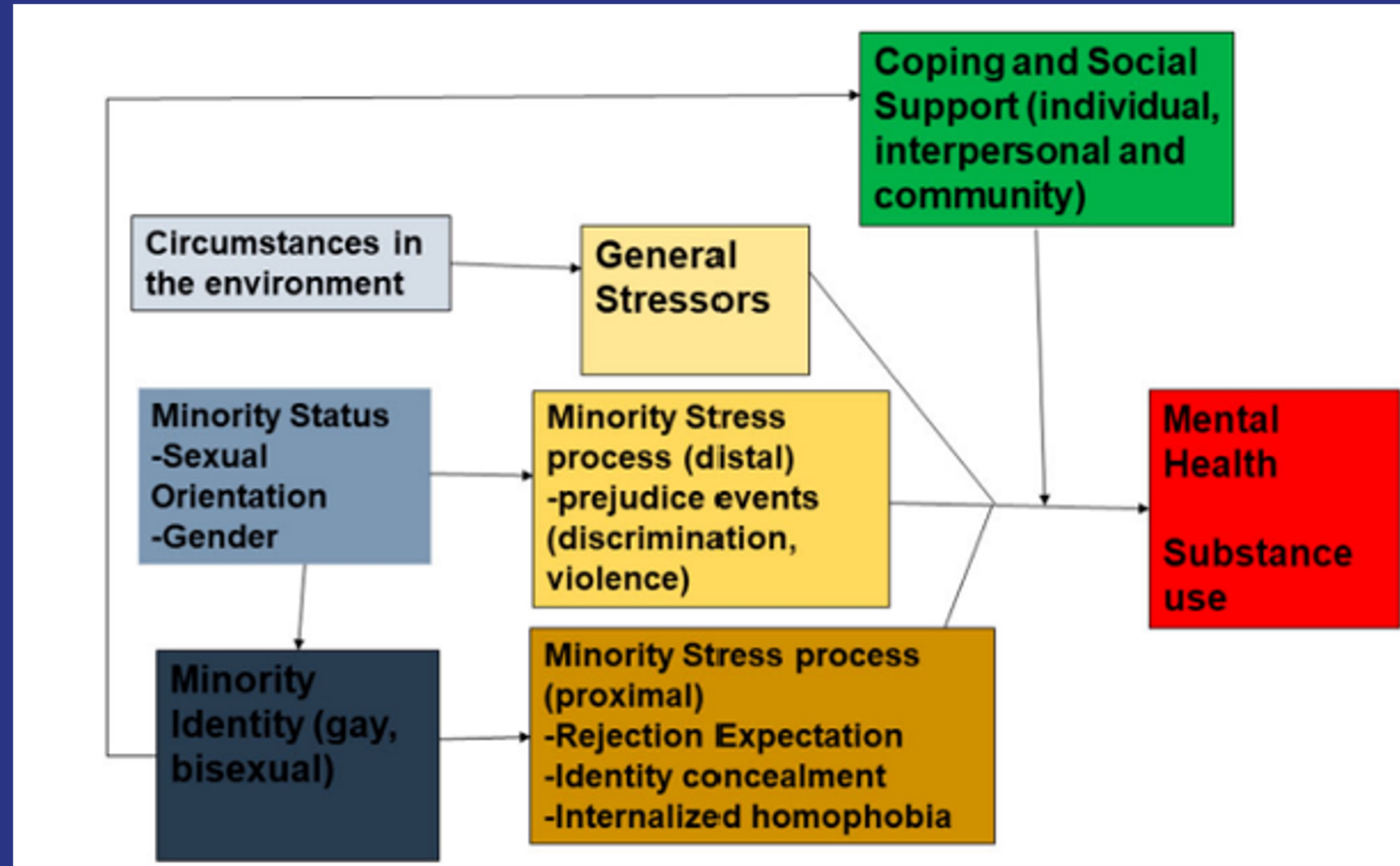
- **Nothing to disclose**

How has your
institution defined
“equity” ?



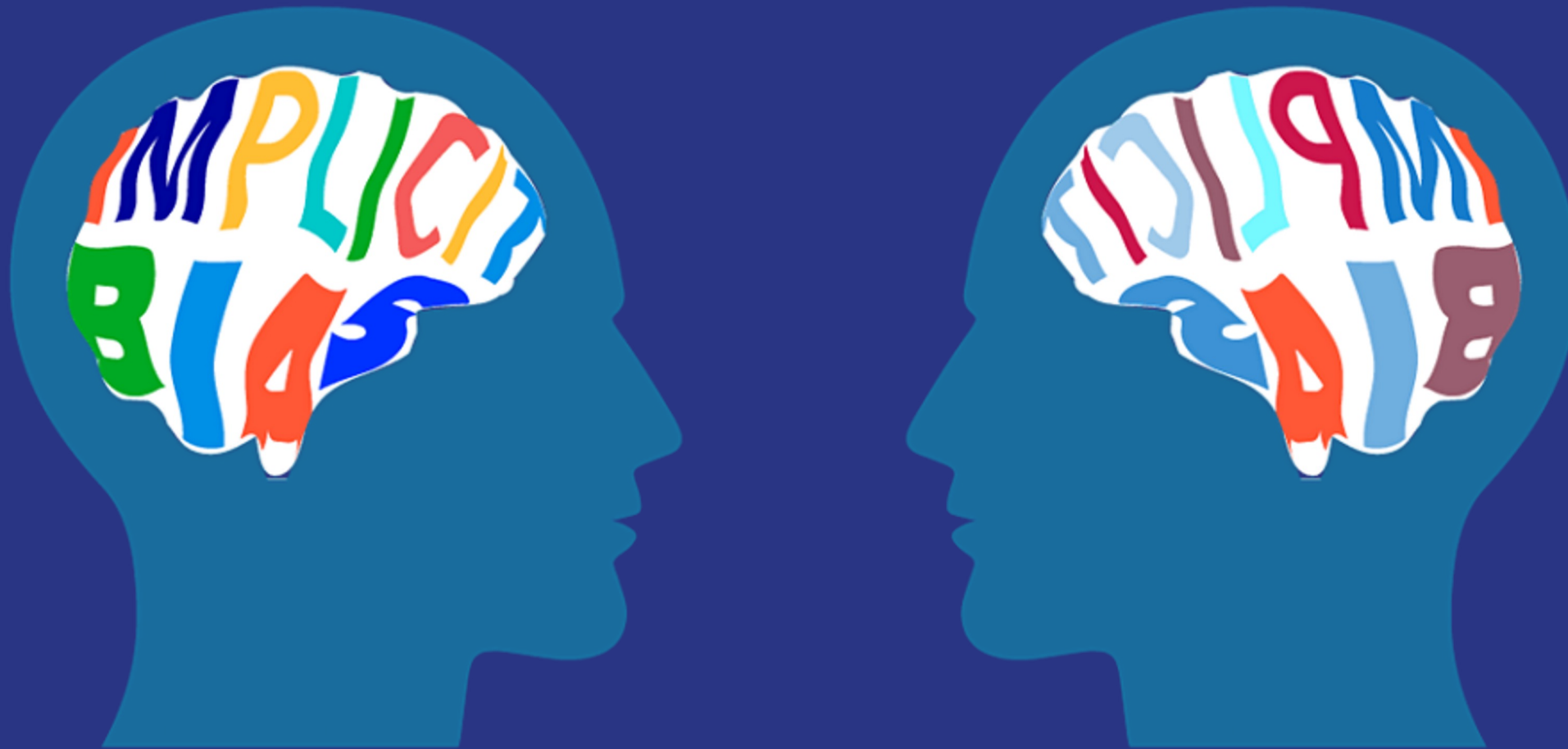


Minority Stress Model



What resources does
your organization
provide for
implementation of DEI
training, teaching, and
assessment tools?

What is Implicit Bias?



Automatic

Unintentional

Affects

Judgments

Decisions

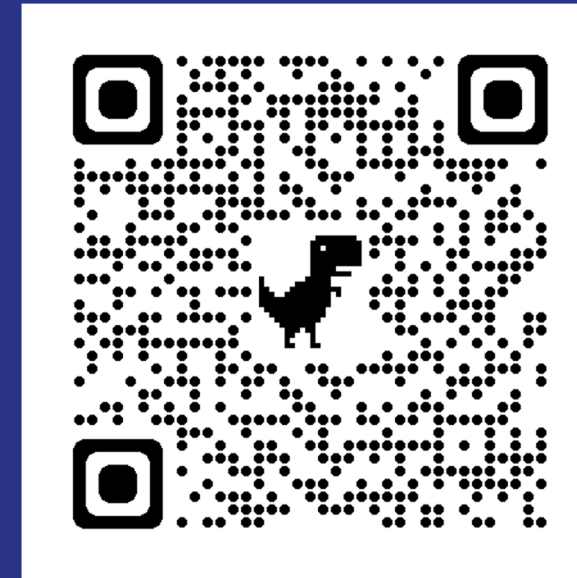
Behaviors



Addressing Implicit Bias

- Don't Stereotype, Individuate!
- Respect the power of IB.
- Recognize situations magnifying stereotypes and bias.
- Have a basic understanding of your patients' culture.

Resources



How have you
implemented structure
for support of
applicants, students,
and residents of
underrepresented
minority groups?

Optimizing Your Climate

- Create an inclusive climate
 - Diversity is a stated value
 - Diversity if visible
- Microaggression not tolerated
- Education
- Identify Mentors and Allies
- Practice Cultural Agility
- Anticipate conflicts



How have you been
able to leverage
institutional, local, and
national organizations
for DEI
implementation at
your Institution?

Reducing Structural Barriers

- Work to eliminate structural barriers and biases toward recruitment
 - Review of "rubrics" and point allocation
 - Independent assessment by organization's DEI taskforce/committee
 - Define characteristics and qualities objectively
 - Diversify selection committees
- Opportunity creation
 - Scholarship and sponsorship opportunities
 - Targeted collaboration with underrepresented groups
- Leverage organizational partnership
 - Funding
 - Resources
 - Outreach
 - Data collection and analysis

How have you
integrated trainees
into DEI-focused
research?

THE LANCET
Global Health

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COMMENT | VOLUME 9, ISSUE 6, E749-E750, JUNE 01, 2021

A three-tiered approach to address barriers to COVID-19 vaccine delivery in the Black community

Jacinda C Abdul-Mutakabbir • Samuel Casey • Veatrice Jews • Andrea King • Kelvin Simmons • Michael D Hogue • et al.

Show all authors

Open Access • Published: March 10, 2021 • DOI: [https://doi.org/10.1016/S2214-109X\(21\)00099-1](https://doi.org/10.1016/S2214-109X(21)00099-1) • [Check for updates](#)

Deaths attributable to COVID-19 continue to increase disproportionately in Black and Brown communities.¹ Specifically, Black people represent 14·8% of all COVID-19 mortalities in the USA, which is greater than the proportion of Black individuals in the US population (13·4%). This disparate outcome is heavily attributed to the inter-relationship between structural racism and the social determinants of health inequities.^{1, 2} The availability of COVID-19 vaccines are positioned to change these inequalities; however, decades of institutional distrust and inadequate access to health care, and ultimately, the absence of transparency in vaccine allocation to heavily disparaged areas, leave Black communities at a disadvantage.^{2, 3, 4, 5} In the USA, particularly in California, the delivery of COVID-19 vaccinations to Black individuals continues to lag significantly behind that of their non-Hispanic white

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COMMENT | VOLUME 11, 100263, JULY 2022

A call to action: A need for initiatives that increase equitable access to COVID-19 therapeutics

Jacinda C. Abdul-Mutakabbir • Elizabeth B. Hirsch • Caroline Ko • Britny R. Brown • Aiman Bandali • Jason Mordino • et al.

Show all authors

<https://doi.org/10.1016/j.lana.2022.100263> • [Check for updates](#)

PlumX Metrics

the United States and causes inequitable health outcomes that it the COVID-19 pandemic.^{1,2} Non-Hispanic Black, erican individuals have been disproportionately affected, and lized or die from COVID-19 or related morbidities when

Rapid Implementation of a Community–Academic Partnership Model to Promote COVID-19 Vaccine Equity within Racially and Ethnically Minoritized Communities

by  Jacinda C. Abdul-Mutakabbir ^{1,2,*} ,  Cristie Granillo ³,  Bridgette Peteet ⁴ ,  Alex Dubov ⁴ ,  Susanne B. Montgomery ⁴ ,  Jasmine Hutchinson ³,  Samuel Casey ^{5,6},  Kelvin Simmons ⁵,  Alex Fajardo ⁷ and  Juan Carlos Belliard ^{3,8}

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DEI Research

The curation of integrative collaborative health equity research Hubs is critical

Sustainability should be prioritized for any designed intervention

The widespread dissemination of outcomes for community-based interventions is imperative

Three-Tiered Approach For Creating Equitable COVID-19 Vaccination Access

The tiers utilized in our approach to promote equitable COVID-19 vaccine access include:

Engagement of Black faith leaders

Delivery of COVID-19 vaccination education from a Black pharmacist

Low-barrier community vaccination clinic held within a Black community

Integration of Trainees in COVID-19 Community Vaccination Clinic

Professional students/ trainees are often taught about the illness without the context of social determinants of health inequities

Volunteer opportunities in community vaccination clinics provide them with tangible experiences

This could potentially translate to their provision of better healthcare



Learning Assessment Question

1. Which of the following are barriers to enhancing diversity, equality and inclusion in healthcare?

A. unconscious bias

B. mentorship and sponsorship

C. lack of representation

Learning Assessment Question

1. Which of the following are barriers to enhancing diversity, equality and inclusion in healthcare?

A. unconscious bias

B. mentorship and sponsorship

C. lack of representation

Correct Answer: D A and C

Explanation: Barriers to enhancing diversity, equality, and inclusion in healthcare include unconscious bias (A) and lack of representation (C). Unconscious bias refers to the unintended stereotypes and assumptions that can influence decisions and interactions, potentially leading to unequal treatment or opportunities for individuals from diverse backgrounds. Lack of representation in leadership and decision-making positions can perpetuate disparities and limit the perspectives considered in healthcare policies and practices. On the other hand, mentorship and sponsorship (B) can be positive factors in promoting diversity and inclusion, as they provide guidance, support, and opportunities for underrepresented individuals to advance in their careers and contribute to a more inclusive healthcare environment.

Learning Assessment Question

2. Which of the following are techniques to support diversity in pharmacy education?

- A. Use only subjective criteria in applicant scoring rubrics
- B. Utilize diverse selection and admission committees
- C. Minimize targeted recruitment for underrepresented groups
- D. none of the above

Learning Assessment Question

2. Which of the following are techniques to support diversity in pharmacy education?

- A. Use only subjective criteria in applicant scoring rubrics
- B. Utilize diverse selection and admission committees
- C. Minimize targeted recruitment for underrepresented groups
- D. none of the above

Correct Answer: B. Utilize diverse selection and admission committees

Explanation: The technique to support diversity in pharmacy education is utilizing diverse selection and admission committees (B). This brings varied perspectives to decision-making, leading to a diverse student body and better preparing future pharmacists for diverse patient populations. Options A and C are not effective in promoting diversity, as they may introduce bias or hinder efforts to create an inclusive student body.

Learning Assessment Question

3. Research focused in diversity, equity, and inclusion...

- A. is not usable information to inform change
- B. provides transparency and allows for the development of objective goals
- C. allows for analysis of targeted improvements
- D. B and C

Correct Answer: D. B and C

Explanation: This research provides transparency (B) and allows for the development of objective goals, guiding organizations in identifying areas that need improvement and implementing evidence-based strategies. Additionally, it enables the analysis of targeted improvements (C), helping evaluate the effectiveness of specific interventions and informing future efforts to enhance diversity, equity, and inclusion. Option A is incorrect, as research in these areas is valuable for driving meaningful change.

