



ACCP Strategic Diversity, Equity, and Inclusion Plan

2021 ACCP Strategic Diversity, Equity, and Inclusion Plan

ACCP is dedicated to creating and sustaining a culture of diversity, equity, and inclusion (DEI). A commitment to embrace diversity and inclusion is an ACCP core value. Strategic direction 1.5 of the [2020 ACCP Strategic Plan](#) states that the College will employ practices that embrace DEI to fully achieve its mission.¹ This priority initiative includes the following objectives:

- Fostering complex/difficult conversations about equity, respect, diversity, and inclusion
- Providing education for members, leadership, and staff on harassment, discrimination, and unconscious bias
- Developing a strategic DEI plan that includes steps to promote respect and address instances of bias or inappropriate behavior
- Disseminating best – and unsuccessful – practices implemented through the strategic DEI plan

Leadership Commitment

Beginning in 2020, the ACCP Board of Regents (BOR) has had ongoing complex and in-depth conversations about equity, respect, diversity, and inclusion. In January 2021 the BOR engaged a consulting firm, Ameli Global Partnerships (AGP), and participated with ACCP staff in professional development activities focused on DEI principles and best practices incorporating content on DEI terminology and basics, microaggressions, unconscious bias, and a four-part series on inclusive leadership.²⁻⁷ Collaborative work with AGP has included a comprehensive values assessment exercise, which led to the BOR's affirmation of the 2020 Strategic Plan Core Values, a discussion and definition of the principles that align with these values, development of value filter questions to facilitate decision-making (in development), and administration and interpretation of a baseline member assessment culminating in a plan to incorporate DEI across the organization. The thoughtful and deliberate integration of DEI across ACCP Core Values, Strategic Plan, and this DEI Plan will ensure sustainability.

Member Assessment

ACCP's baseline member assessment focused on organizational DEI was administered in June of 2021. Completed by 1000 ACCP members, the results serve as a representative sample of demographics and inclusion experiences within the organization. Representative samples are considered a best practice within professional organizations given that voluntary reporting of demographics is minimal. Respondents to the ACCP assessment represent all member segments including students, trainees, and practitioners ranging from 0-5 years of membership to > 20 years of membership. This sample demonstrates an underrepresentation of members identifying as Black/African American, 7% (n=68), and Hispanic/Latin American descent, 5% (n=49) relative to Doctor of Pharmacy graduates in 2020, which were 8.8% Black/African American and 6.4% Hispanic/Latin American descent.⁸ Greater racial/ethnic diversity was observed among student, trainee, and member respondents in the 0–5-year category, than members with greater tenure. Representation in these younger groups mirrored or exceeded pharmacy graduate diversity in Black/African American and Hispanic/Latin American descent identity. The sample included respondents from all age groups, with most respondents between 25 and 44 years of age. Sixty-two percent of the sample identified as a woman, 31% as man, 3% nonbinary, and 2% transgender. Female predominance was observed in all age categories except for members 65 years of age and older. The sample also included representation from identities including members of the LGTBQIA community (n=64) and those with a disability (n= 16).

The majority (78%, n = 618) of respondents feel comfortable and welcome at ACCP events and feel that leaders of ACCP demonstrate the importance of DEI through their actions (56%, n = 444). Reasons cited by those who do not feel comfortable and welcome at ACCP events (n= 30) include a perception that ACCP has an exclusive approach to membership and services and that ACCP does not understand their needs. Among respondents, there was limited racial/ethnic diversity

across nominations for awards and elected/appointed leadership roles. A formal, recorded presentation of assessment results is available to ACCP members within their respective accp.com account under “My Links.”

Implementation and Monitoring

ACCP leadership has received additional member feedback through informal communications, 2020 strategic planning surveys, annual member issue surveys in 2020 and 2021, and through Practice and Research Network (PRN)/BOR communications. With input from these communications sources, the BOR has worked with ACCP staff and AGP to develop a list of priorities for a three-year DEI plan (Figure 1). Early components of the plan (Phase I) have already been

implemented in 2021 and additional phase I plans will be implemented through December of 2022 (Figure 2). The College will employ ongoing monitoring with a formal re-assessment planned in late 2022 or early 2023. Phase 2 action plans will be developed and implemented between early 2023 and mid-2024 and the plan will be revised and updated beginning in July 2024. Plan implementation and monitoring will include BOR, ACCP staff, and member (e.g., 2022 Task Force on DEI, 2022 Member Relations Committee, and PRN leadership) engagement throughout. Ongoing DEI efforts, and results of informal and formal plan assessments will be routinely communicated to ACCP members.

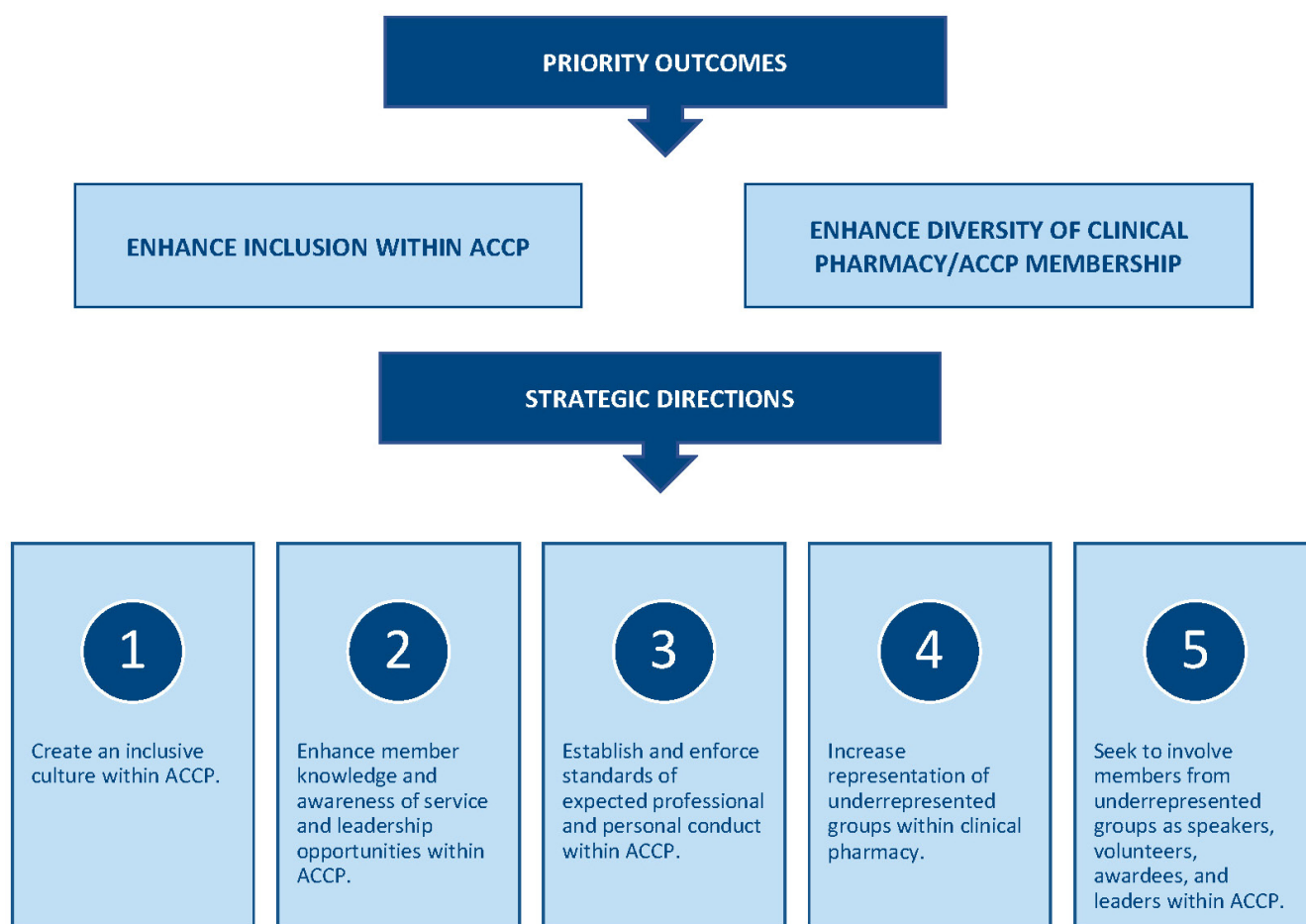


Figure 1. ACCP DEI Plan At-a-Glance.

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Strategic Direction 1: Create an Inclusive Culture within ACCP

Member Engagement	1.1 By 2021, empanel a DEI task force.
	1.2 By 2021, charge the 2022 Member Relations Committee with providing guidance on how ACCP can implement meaningful outreach to pharmacists and student pharmacists who identify as Black or of Latin American descent.
	1.3 By 2021, charge the 2022 Task Force on DEI with providing recommendations for revision to PRN handbook to provide guidance to PRN leadership on policies and procedures that promote inclusion (e.g., nominations, elections, speaker selection).
Communication	1.4 By 2021, continue to highlight DEI efforts in the ACCP report, on ACCP web pages, and through social media and other communications.
	1.5 By 2022, share key assessment data and action plans with members.
	1.6 By 2021, increase formal communication between PRNs and Board of Regents (BOR) PRN liaisons.
Leadership and Management Development	1.7 By 2021, provide professional development in diversity, equity, and inclusion principles and inclusive leadership to BOR and staff.
	1.8 By 2021, include DEI principles and inclusive leadership as required components of the orientation for all new BOR members.
	1.9 By 2021, offer ongoing professional development in inclusive leadership to ACCP members (through Annual Meeting programming and enduring/on-demand programs).
Operational Policies and Procedures	1.10 By 2022, provide clear guidance to the program committee, education committee, and PRNs on incorporating DEI principles into speaker selection and program evaluation.
	1.11 By 2022, apply ACCP Values, Principles, and DEI Filters as decisions about policies, processes, and directions are made.

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Strategic Direction 2: Enhance member knowledge and awareness of service and leadership opportunities within ACCP.

Communication	2.1 By 2022, develop and provide member communications that clearly outline available volunteer and leadership opportunities.
Membership Development	2.2 By 2022, implement a Professional Leadership Development Program to develop future ACCP leaders.
Operational Policies and Procedures	2.3 By 2022, implement processes to enhance the diversity of volunteer service appointments. <ul style="list-style-type: none"> ■ The annual volunteer survey will include a request for respondents to provide additional demographic data including the opportunity to voluntarily identify as a member of an underrepresented group.
	2.4 By 2022, implement processes to enhance the diversity of nominations for elected office, awards, and FCCP. <ul style="list-style-type: none"> ■ Call for nominations will include a statement encouraging nomination of qualified individuals who identify as members of underrepresented groups in ACCP.

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Strategic Direction 3: Establish and enforce standards of expected professional and personal conduct within ACCP.

Operational Policies and Procedures	3.1 By 2021, develop and implement a code of conduct and code of conduct attestation.
	3.2 By 2021, implement a process by which members can report violations of code of conduct.
	3.3 By 2021, implement timely evaluation of and disciplinary decisions about all newly reported instances of code violation.
Communication	3.4 By 2022, communicate the rationale, expectations, and implementation of the code of conduct.
	3.5 By 2021, communicate clear and accessible methods for reporting code of conduct violations.
	3.6 By 2022, communicate the status of code violation investigations in a timely manner.

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Strategic Direction 4: Increase representation of underrepresented groups within clinical pharmacy.

Operational Policies and Procedures	4.1 By 2022, collaborate with local faculty and offer to provide Emerge from the Crowd programming directly to students of Historically Black Colleges and Universities.
Member Engagement	4.2 By 2021, charge the 2022 Member Relations Committee with developing a plan to increase out-reach to students and trainees from underrepresented groups that encourages pursuit of careers in clinical pharmacy.
	4.3 By 2021, charge the 2022 Member Relations Committee with gathering information from current student, trainee, and early career members to better understand their needs. Potential methods to collect these data may include surveys, focus groups, or structured interviews.
	4.4 By 2022, gather information from lapsed members to better understand their reasons for non-renewal. Potential methods to solicit this information may include surveys, focus groups, or structured interviews.

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Strategic Direction 5: Seek to involve members from underrepresented groups as speakers, volunteers, awardees, and leaders within ACCP.

Operational Policies and Procedures	5.1 By 2021, charge the 2022 Task Force on DEI to consider implementing an internal audit of self-reported demographics from current (and perhaps past) committee chairs/members, PRN officers/PRN committee members, chapter officers, and board members.
Member Engagement	5.2 By 2022, based upon findings from internal audits, consider re-evaluation of nomination, appointment, and election processes through the application of DEI filters.
	5.3 By 2021, charge the 2022 Task Force on DEI with providing recommendations on strategies for in-creasing nominations of eligible members from underrepresented groups for leadership roles (e.g., BOR, BOT, PRN chairs, committee chairs, etc.) and awards/honors.
Communication	5.4 By 2021, charge the 2022 Task Force on DEI with considering implementation of a campaign to en-gage mid-career and senior ACCP members with nominating and pro-moting individuals from underrepresented groups.



Figure 2. DEI Plan Implementation and Monitoring Timeline

References

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PLAN METRICS AND GOALS

	Metric	Goal
OUTCOME 1	Membership survey response to “I feel comfortable and welcome at ACCP events.”	Strongly agree/agree responses > 85% (baseline 78%) and Strongly disagree/disagree < 2% (baseline 3.9%)
	Professional development programs for members focused on inclusive leadership.	Availability of 2-4 on-demand programs for members by December 2022.
OUTCOME 2	Membership survey response to “Volunteer service opportunities are available to me within ACCP.”	Disagree/strongly disagree responses < 2% (baseline 4.8%)
	Membership survey response to “Leadership opportunities are available to me within ACCP.”	Disagree/strongly disagree responses < 2% (baseline 7.7%)
	Availability of member guidance on volunteer service and leadership opportunities.	Easily accessible guidance (written, recorded, or both) on volunteer service and leadership opportunities within ACCP is consistently available.
OUTCOME 3	Member and nonmember volunteers, speakers, and awardees completion of code of conduct attestation.	100% complete the attestation annually.
	Code of conduct enforcement	100% of newly reported violations investigated by ACCP leadership with timely communication of outcomes to all appropriate parties.
OUTCOME 4	% of ACCP members in student, trainee, and member < 5 year segments from underrepresented groups.	ACCP membership demographics in these segments mirrors that of accredited residency graduates.
	% of ACCP members (overall) from underrepresented groups.	ACCP membership demographics mirror Pharmacist Workforce Center (PWC) data.
OUTCOME 5	% of speakers, volunteers, awardees and elected/appointed leaders from underrepresented groups.	Demographics within this segments mirror those of ACCP member segments eligible for respective roles.
	% of nominations (boards, PRN officers, FCCP, and awardees) from underrepresented groups.	Demographics of nominations mirror demographics of ACCP member segments eligible for respective roles.
	% of ACCP leadership roles (board members, officers, PRN officers, committee chairs, chapter officers, FCCP, awardees) filled by members from underrepresented groups.	Demographics mirror those of eligible member segments.