



**Diversity, Equity and Inclusion (DEI)
CPS Workgroup – Date: April 5, 2021**

Attendees

	Name	Area of Practice / Institution
X	Emily Zadvorny	CPS Executive Director
X	Jen Biltoft	CPS President, SCL Health
X	Tisha Smith	Asst Director of Ambulatory Clinical Rx Services, Denver Health
X	Lisa Nguyen	Critical Care Supervisor; St Joseph's Hospital
	Keith Williams	Pharmacist, Kaiser Permanente
X	Janon Khedir Al-tiae	Pharmacist; previously inpt Lutheran
	Suriya Xiong	PGY2 Amb Care Resident, Kaiser Permanente
X	Alvin Oung	U of Wyoming faculty; St Joseph's Family Medicine
	Joseph Feiccabrino	Front range community college tech student; Centura Health
	Morgan Griffin	Drug Safety Pharmacist; Denver Health
X	Stacy Anderson	Grand Junction
X	Kristi Bronkan	Sr Manager Clinical Trials; Kaiser Permanente
	Mary Desta	
X	Robert Willis	Residency Director/Training; Safeway/Albertson
	Tim Finnegan	CU P4 student

Agenda Topics

1. Announcement / Introductions:

Janon and Kristi will co-chair this workgroup

New people on the call, so went around and did reintroductions

2. We want this task force / meeting to be a safe place to discuss all topics freely. So, we set forth some ground rules so that we can make this a great meeting:

- Vegas rules
- Start and end meeting on time
- Come prepared
- Everyone participates
- Be respectful of the ideas of others
- Actively listen and participate
- Take turns speaking
- Attack problems, not people
- Everyone who wants to be heard will be heard

3. Follow-up on some items discussed in our first meeting (i.e. demographics, survey)

Baseline data isn't available from the State Board of Pharmacy and other sources of information is not readily available



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Questions:

- Where do we want to go
- What is our measure of success

Good idea to survey the membership, but how is the question... need more discussion how

4. Discuss takeaways from the articles

- [Leaders in Diversity and Inclusion: 5 Lessons From Top Global Companies](#)
- [The Diversity and Inclusion Revolution: 8 Powerful Truths](#)
- [ACCP's Commitment to Diversity, Equity and Inclusion](#)

Key take away and thoughts from the group

- Diversity of thinking
- Framed innovation, more quality ideas, financial component
- More focus on inclusion rather than diversity; sense of employees feeling included and heard - own implicit bias and we all have them; incorporating ideas into changing the culture
- 1st article 'simply focusing hiring minorities isn't enough; diverse practice sites, locations, --- what to do with that information, and how to make the changes; how to make more inclusive
- Better business outcomes
- All inclusivity leads to innovation
- Intentional awareness

5. Future steps going forward (i.e. DEI statement, speakers, annual meeting)

Mission / commitment / position statement

Post it and share – bring more awareness to what the group is doing

Demonstrates CPS commitment to bringing it to the forefront of the organization; serious about this
Important to CPS

Communication ideas

- CPS newsletter – regular article
- CE presentation at annual mtg
- DEI section on website
- Academy / charges incorporate DEI
- Quarterly webinar
- Lunch & Learn
- Speaker: July / August

Spokes of the wheel

Robert, Emily, Jen - executive committee

- Education
- Leadership
- Communication
- Membership
- Board
- Academy charges - middle leadership positions
- CPS strategic plan; 3- 5 yrs

Next Steps

Position Statement

- Emily: what other states are doing / have
- Tisha and Lisa: DEI resources / example of position statements
- Janon: resources available



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🍏 Janon: speaker - plan for next mtg or another future date

Annual Mtg on June 4: 15-minute CE presentation

Alvin: speaker

Jenn/Emily: notify the annual meeting planning committee at next Monday's meeting