



**Diversity, Equity, and Inclusion (DEI)
CPS Task Force – Date: February 7, 2022**

Attendees

	Name	Email Address	Area of Practice / Institution
X	Emily Zadvorny	EMILY.ZADVORNY@CUANSCHUTZ.EDU	CPS Executive Director
	Jen Biltoft	jennifer.biltoft@sclhealth.org	CPS Past President, SCL Health
X	Tisha Smith	Leticia.Smith@dhha.org	CPS President-Elect; Asst Director of Ambulatory Clinical Rx Services; Denver Health
X	Lisa Nguyen	Lisa.Nguyen@sclhealth.org	Critical Care Supervisor; St Joseph's Hospital
	Keith Williams		Pharmacist, Kaiser Permanente
	Janon Khedir Altiae	jaltiae@gmail.com	Pharmacist; previously inpt Lutheran
X	Alvin Oung	aoung@uwyo.edu	U of Wyoming faculty; St Joseph's Family Medicine
	Joseph Feiccabrino	josephafeiccabrinojr@icloud.com	Front range community college tech student; Centura Health
	Morgan Griffin	morgangriffin@hotmail.com	Drug Safety Pharmacist; Denver Health
	Stacy Anderson	SAnderson@paragonhealthcare.com	Grand Junction
X	Kristi Bronkan	Kristi.m.bronkan@kp.org	Sr Manager Clinical Trials; Kaiser Permanente
	Mary Desta	mary@apexrxco.com	
	Robert Willis	Robert.Willis@safeway.com	CPS Current President; Residency Director/Training; Safeway/Albertson
	Tim Finnegan		CU P4 student
	Doan Do	doando96@gmail.com	Pharmacy Resident; Denver Health
X	Shasta Tall Bull	shasta.tallbull@cuanschultz.edu	CE Chair for CPS-ANP
X	Elton Nguyen	eltonmnguyen@gmail.com	ACP representative
	Krista Olsen	olsenkrista0@gmail.com	CPS member

Agenda

1. Previous Action Items

- Krista to send email about meeting up at the CPS winter meeting. **COMPLETED**
- Kristi to send Robert: DEI Task Force marketing blurb for the CPS winter meeting **COMPLETED**
- Robert - request format of question, and develop one that can be included in the membership questions
 - o *These questions will be incorporated into future requests for participation in the Membership Spotlight section:*
 - o *How does your employer incorporate Diversity, Equity, and Inclusion into the organization?*
 - o *OR How do you incorporate Diversity, Equity and Inclusion into your practice?*
- Kristi to reach out to Academy and Committee liaisons regarding the DEI charges by next meeting **OUTSTANDING**
- Kristi to reach out to Emily re:
 - o Image on the website for the DEI Task Force – see below
 - o Explore again if we can use My Committee to store all agenda / shared documents – see below
 - o Keep DEI on radar for quarterly webinar, future meetings, Strategic Plan **ONGOING**

a. Image: remove image

Image created or pulled from internet - Civica / Tricia / Sonja: actually, created w/Canva

Pops out in newsletter

Front facing on the website

Shasta created a proposed image via Canva – looks very similar to the CPS logo

b. MyCommittee

Opinions:

- Must actively enroll in portal
- Not intuitive to use / not too difficult to use



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Recommendations

1. Email agenda and minutes
2. Post minutes on CPS website
3. Start w/Co-chairs to store documents to ensure smooth transfer of information
4. Create portal - ask Sonja to do

2. CPS Winter Meeting: DEI Speaker feedback (Jason Thompson)

There was a lot of audience engagement / lots of questions

- Scenarios
- 'Don't try to fix problem'

How to keep the conversation going?

Keep the momentum and what the members want

ASHP webinar series

Ideas

- Standing agenda
- DEI thought of the month
- Quality vs quantity
- Session: summer mtg
- Brainstorming

3. CPS Annual meeting is June 1: DEI topic

Keynote speaker

Slot - DEI

ASAP - before Mar meeting

Continue to make DEI front-center, and integrated into CPS

Panel

- 5 individuals / different times didn't feel included
- 1 hr CE's
- From DEI Task Force - Estes Park
- Who attend?
- Who wants to be on the panel?

- Alvin - themes for breakout sessions
- Tisha - bring in from work experience
- Kristi - bring in from work experience

4. 2022 Goals / Projects

1. Contribution to the CPS newsletter
 - a. DEI question incorporated into list of questions for membership spotlight
 - b. Shasta, Kristen, and Alvin on the schedule to be member spotlight
 - c. Diversity Month: Who wants to write up for April newsletter (or move to March agenda)
2. DEI involvement at CPS quarterly webinar, town hall, meetings, etc
3. Message to leaders in various CO Organizations
4. Survey

ASHP webinars (7-series)

1. Sept 22 - Laying the foundation / worksheet and practical examples / self-identify
2. Oct 14 - Navigating Contentious Conversations
3. Nov 4 – Leadership Strategies for Improving DEI in the Workplace
4. Jan 20 – Obligations of Pharmacy Professionals, Institutions, and Organizations to Address Social Determinants of Health Inequity



COLORADO
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5. Feb 15 – [Enhancing Cultural Awareness and Safety in Pharmacy Practice: “The Heart Work”](#)
6. March 16 [Affirming pharmacist care: Understanding disparities and creating an inclusive environment for sexual and gender minorities](#)
7. TBD – Cultural Competence and Diversity for Pharmacy Educators

ASHP DEI Educational Series

Registration is open for the third webinar in ASHP’s [seven-part educational series on diversity, equity, and inclusion](#), which highlights real-world scenarios, best practices, and actionable steps to recognize and combat bias and disparities in care. Accredited for pharmacists and pharmacy technicians, the webinars are free and accessible to all.

Action Items:

1. CPS Annual Meeting
 - Alvin - themes for breakout sessions
 - Tisha - bring in from work experience
 - Kristi - bring in from work experience
2. Confirm updated CPS DEI Task Force logo: to be posted on the CPS website
3. Create MyCommittee portal – start w/posting minutes and documents to ensure smooth transfer of information

Next Meeting: Monday, March 7, 2022 @4:30 PM

Join Zoom Meeting <https://zoom.us/j/94670962230?pwd=TDREVjhBSzgvV1pkemhQdzc0ZIRydz09>