ACCP Strategic Diversity, Equity, Inclusion, and Accessibility Plan

A commitment to embrace diversity and inclusion is an ACCP core value. ACCP is dedicated to creating and sustaining a culture of diversity, equity, inclusion, and accessibility (DEIA).

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 2021 the BOR engaged a consulting firm, Ameli Global Partnerships (AGP) to lead professional development activities focused on DEIA principles and best practices incorporating content on DEIA terminology and basics, microaggressions, unconscious bias, and a four-part series on inclusive leadership. Collaborative work with AGP included a comprehensive values assessment exercise, development of value filter questions to facilitate decision-making (Appendix 1), and administration and interpretation of member assessments. The thoughtful and deliberate integration of diversity, equity, inclusion, and accessibility across ACCP Core Values, Strategic Plan, and this DEIA Plan will ensure sustainability.

Member Assessment

ACCP is employing serial member assessments as one component of this plan and to better understand the experiences of members and monitor progress on DEIA goals. Representative samples are considered a best practice within professional organizations given that voluntary reporting of demographics is minimal. Assessments have been administered in June 2021 and December 2022. The next assessment is anticipated in early 2025.

Implementation and Monitoring

ACCP leadership has also received member feedback through informal communications, strategic planning surveys, annual member surveys, listening sessions, town hall meetings, guidance from the DEIA task force, and through Practice and Research Network (PRN)/BOR communications. With input from these sources, Phase I action plans were implemented in 2021 and Phase II action plans in 2023. The College will employ ongoing monitoring based upon predetermined metrics and goals (Table 1). Plan implementation and monitoring will include BOR, ACCP staff, and member (DEIA Task Force, PRN leaders, and others) engagement throughout. Ongoing DEIA efforts will be routinely and transparently communicated to ACCP members.
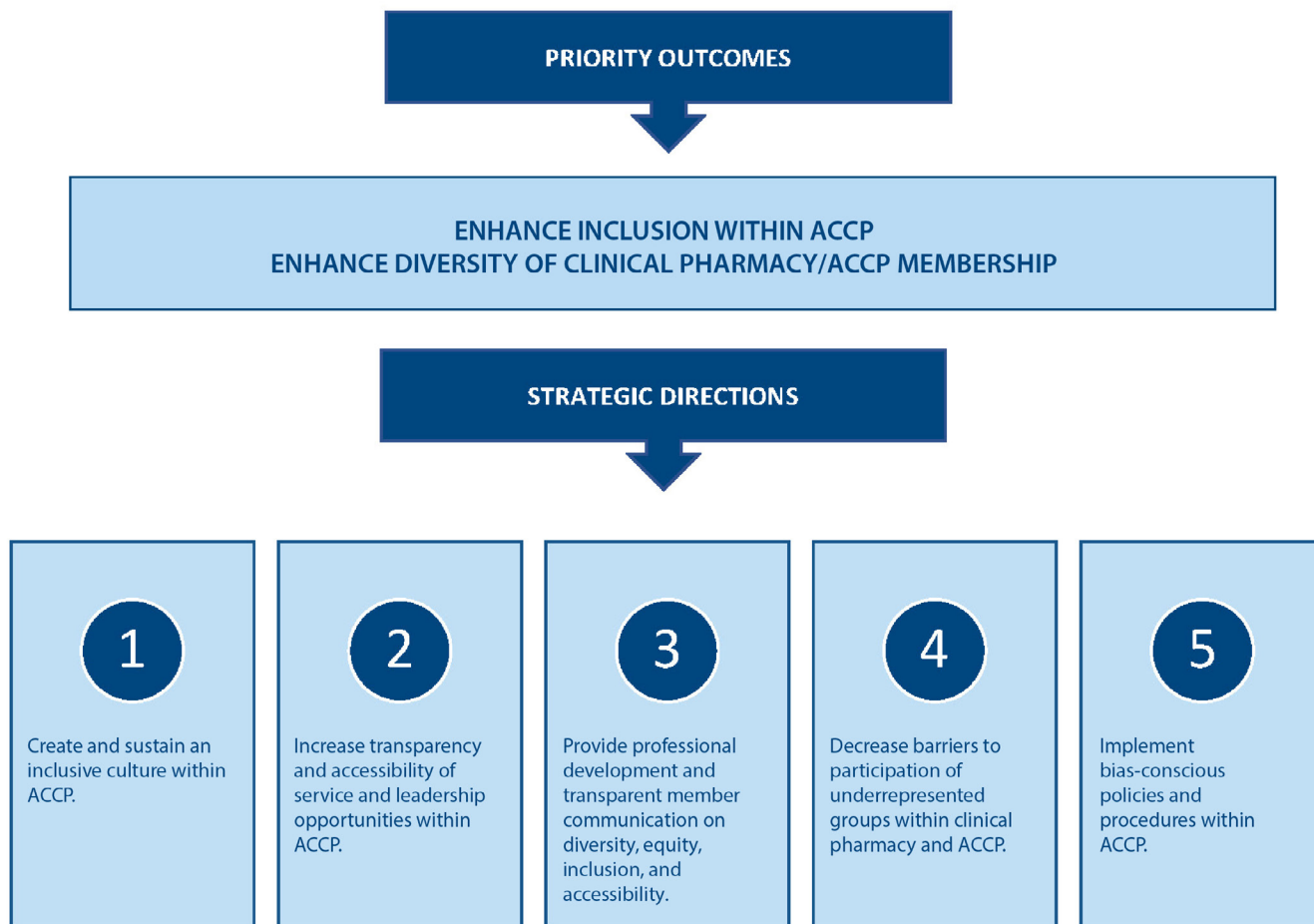
Figure 1. ACCP DEI Plan At-a-Glance.

ENHANCE INCLUSION
Strategic Direction 1: Create and Sustain an Inclusive Culture within ACCP
1.1 By 2023, empanel a DEIA task force of interested ACCP members.
1.2 By 2023, implement a DEIA TF email address that will allow members to send questions or concerns to ACCP staff that will be triaged to the TF.
1.3 By 2023 enhance recognition, communication, and opportunities for first time attendees at the ACCP Annual Meeting.
1.4 By 2024, following the framework developed by the 2023 TF on DEIA, implement affinity groups/spaces within ACCP.
1.5 By 2024, explore the feasibility of creating engagement opportunities for 1:1 or small group discussions around DEIA experiences/opposition at the ACCP Annual Meeting.
1.6 By 2024, implement an outreach plan to engage with lapsed members and learn about reasons for non-renewal.
1.7 By 2024, publish an ACCP commentary describing alignment between the College's diversity, equity, inclusion and accessibility efforts and the organizational mission/core values.

ENHANCE INCLUSION

Strategic Direction 2: Increase transparency and accessibility of service, leadership, and recognition opportunities within ACCP.

2.1 By 2024, implement a new award in DEIA.

2.2 By 2025, explore opportunities to amplify voices of underrepresented members through podcasts, written communications, webpages, or other formats.

2.3 By 2025, considering the 2023 APLD capstone project and recommendations from the 2023 RAC, explore the need for new mentorship programs incorporating DEIA principles.

2.4 By 2025, develop an online tutorial for ACCP members that provides guidance on how to optimize organizational involvement (e.g., applying for volunteer activities, seeking committee task force appointments, running for PRN/ACCP office, and engaging in other opportunities available to members.)

ENHANCE INCLUSION

Strategic Direction 3: Provide professional development and transparent member communications on diversity, equity, inclusion, and accessibility.

3.1 By 2023, implement DEIA toolkit to provide educational resources to ACCP members and nonmembers related to practice, research, and education.

3.2 By 2023, charge the DEIA TF with developing and implementing a routine maintenance plan for the DEIA toolkit.

3.3 By 2023, develop consistent definitions of "diversity" and "underrepresented" within ACCP.

3.4 By 2023, maintain at least annual DEIA professional development programming for members.

3.5 By 2024, explore the feasibility of creating engagement opportunities for 1:1 or small group discussions around DEIA experiences/opposition at the ACCP Annual Meeting.

3.6 By 2024, develop a comprehensive communications plan to inform members of ongoing DEIA efforts

3.7 By 2024, evaluate the feasibility of providing professional development for members on appropriate use of social media (ways to equip members for more informed SM communications relevant to professional topics including DEIA efforts/ACCP)

3.8 By 2024, explore opportunities to cultivate social media influencers within ACCP.

3.9 By 2024, develop a transparent, routine report on member demographics.

3.10 By 2025, evaluate ACCP Academy curricula and incorporate relevant DEIA principles into each.

3.11 By 2024, develop on-demand modules for inclusive leadership for ACCP leaders

ENHANCE THE DIVERSITY OF CLINICAL PHARMACY/ACCP MEMBERSHIP

Strategic Direction 4: Decrease barriers to participation for underrepresented groups within clinical pharmacy and ACCP.

4.1 By 2023, collaborate with SNPhA to decrease barriers/increase access to clinical pharmacy career paths for underrepresented minority students and trainees.

4.2 By 2023, collaborate with NPhA to decrease barriers to clinical pharmacy career paths for underrepresented minority pharmacists.

4.3 By 2023, implement a plan to scale the Emerge First program to allow additional Colleges/Schools of Pharmacy to participate.

4.4 By 2024, evaluate the potential for early pipeline outreach (high school or undergrad).

4.5 By 2024, implement DEIA travel scholarships (prior to Annual Meeting).

4.6 By 2025, explore the feasibility of offering additional financial/professional support for underrepresented clinical pharmacists or students/trainees seeking engagement within ACCP.

ENHANCE INCLUSION AND ENHANCE DIVERSITY OF CLINICAL PHARMACY/ACCP MEMBERSHIP

Strategic Direction 5: Implement bias-conscious policies and procedures within ACCP.

5.1 By 2023, evaluate existing leadership development on DEIA principles for board members, nominations and awards committee leadership, and PRN officers and determine whether revisions are needed.

5.2 By 2024, evaluate criteria for each ACCP award identifying recommended revisions to minimize/eliminate bias.

5.3 By 2024, complete an internal audit/report on demographics of leaders over past five years (Board of regents, board of trustees (Foundation), Board of directors (PPI), PRN officers, committee chairs and vice chairs.

5.4 By 2025, incorporate DEIA principles into policies and procedures for FCCP and Awards Committees.

5.5 By 2025, based upon the evaluation completed in Obj 5.1, revise professional development for ACCP leadership.

APPENDIX 1

ACCP Value Filters

TOP 5 VALUES*	RELATED ACCP CORE VALUES	FILTERS
INTEGRITY	Integrity, honesty, reliability, and accountability	• Does the decision or initiative reflect the essence of ACCP's priorities (i.e., our "hedgehog") and clearly contribute to developing, advancing, or positioning clinical pharmacists?
ACCOUNTABILITY	Commitment to challenge the status quo, state our beliefs, and act on them	• Are we prepared to take responsibility for the outcomes of our actions, acknowledge any errors, and take the steps necessary to correct mistakes or remedy failures resulting from the decision? • Do we firmly believe in the foundation for a decision and possess the courage to act?
INCLUSION	Commitment to embrace diversity and inclusion	• Does this decision facilitate the removal of barriers to inclusive diversity, participation, funding opportunities, or leadership; is there any valid concern that it may adversely impact the College's diversity and inclusiveness?
EXCELLENCE	Dedication to excellence in patient care, research, and education	• Will this decision or initiative reflect our dedication to excellence in patient care, research, or education?
OPEN COMMUNICATION	Courage to lead while remaining responsive to the needs of members	• For new decisions or initiatives, does the implementation plan include timely communication of the action itself and subsequent updates, results, or other significant developments?

*From Ameli Global Partnerships BOR Values and Principles Exercise

TABLE 1. 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 annual live and/or on-demand programs for members.
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 these 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.