

Racism, discrimination, and health disparities are at a critical juncture. The recent events of social and racial injustice, especially for African Americans at the local and national level, are concerns that must be addressed. We extend support to all of our Duquesne community and acknowledge that all forms of discrimination, including racism or violence against any individual or groups, are unacceptable and will not be tolerated. We hold our faculty, staff, students, and alumni to a high personal and professional standard.

The School of Pharmacy and Graduate School of Pharmaceutical Sciences value supporting each other and active involvement in our communities. We are committed to upholding the Core Values of our School as we strive to maintain an environment of diversity and inclusion.

(<https://duq.edu/academics/schools/pharmacy/about-the-school/vision-mission-values-focus>).

These values are:



We have an opportunity to impact positively the way we (Duquesne pharmacists, student pharmacists, faculty, and staff) interact with diverse populations to ensure that we live the mission of our School: "... to improve health outcomes in patients and their communities."

The School will continue to have intentional dialogue and encourage difficult conversations that address all the forms of injustice, discrimination, and unconscious health bias that lead to health disparities.

The School of Pharmacy and Graduate School of Pharmaceutical Sciences will uphold the core values of our School and implement purposeful actions. These actions will include the establishment of a Cultural Awareness Advisory Group within the School, composed of faculty, staff, students, and alumni. This group will advise the dean on all matters of diversity and inclusion, providing support to facilitate our efforts to combat systemic challenges and inequality affecting healthcare. The Advisory Group will ensure that we:

- Require educational programs on health disparities, inequality, and cultural awareness for all faculty, staff, and students;
- Establish a safe space to talk about uncomfortable or difficult issues in efforts to aid in change;
- Establish a reporting process for individuals who are victims of social injustice or discrimination on campus, and for those who witness it;

- Re-examine how we provide education about health disparities for minority communities by expanding our curriculum in areas addressing health disparities, inequality, and cultural awareness;
- Provide support for our student organizations to facilitate projects that enhance inclusivity and equality, while reducing health disparities; and
- Annually evaluate the effectiveness of these action items.

We value greatly the strong relationship we have built with the Office of Diversity and Inclusion and will continue to seek its valuable guidance and support for the needs of our community. We also will build upon our existing work supporting many established community partners who provide healthcare to the underserved, especially the African American community in Pittsburgh. We recognize that our efforts will be judged by the difference we make. We look forward to working as a community toward the important goal of celebrating diversity by demonstrating our commitment to minority populations.

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Interim Dean

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On behalf of the faculty.