Students, faculty, and staff gathered on Wednesday, February 12, 2020 for part of our Diversity, Equity, Accessibility, & Inclusion Readers’ Roundtable Series.

This session was facilitated by Dr. John Richburg and the theme was: Impact of Race on Research Grant Funding; Understanding Racial Microaggressions Experienced by Students in the Healthcare Sciences.

The session was highly interactive, and Drs. Richburg and Lucas Hill helped to foster an environment that allowed faculty, staff, and students to learn together.

In honor of Black History Month, the Pharmacy Council sponsored a Panel Discussion with Black Mamas Community Collective as part of their General Assembly on February 11. Panelists discussed the national, systemic crisis that is maternal mortality and its disproportionately devastating impact on Black women.

Photo Credit: Brandon Pelt
CANCELED EVENTS

The following previously scheduled DEAI March and April events were postponed as a consequence of the COVID-19 alterations to our regularly scheduled College of Pharmacy calendar.

However, we will re-engage these events in some form or another—whether interpersonally through a virtual platform or asynchronously—when courses resume in the fall. Remember, we are all in this TOGETHER.

Womxn’s History Month Event. “Moving Beyond Equality: Cementing an Equitable Vision.”


Diversity, Equity, Accessibility, & Inclusion Readers’ Roundtable Spring Series.

- Wednesday, April 15, 2020. Theme: Discrepancies in LGBTQ Patient Care; LGBTQ Pharm.D. Course Elective.

Project Engage Pharmacy Program (PEPP) 2020 Summer Camp.

BLACK HISTORY MONTH MOVIE NIGHT

As one of their calendar events to commemorate Black History Month, the Student National Pharmaceutical Association (SNPhA) presented a movie night that featured Hidden Figures to highlight the historical but often unrecognized contributions of Black women in STEM. They engaged in dialogue and championed cross-cultural connections.

Photo Credit: Cultural Chair Kevin Park

Pharm.D. students and SNPhA members Stephanie Nwokedi, Grace Akinyemi and Allison Dinh are clearly captivated by the film.

Pictured here: Norman Nguyen, Kevin Park, Jackson Oluwaseun, Stephanie Nwokedi, Jade Scott, Allison Dinh, Vivian Ton, and Grace Akinyemi.
Students, faculty, and staff from the College of Pharmacy including Patrick Olson, Pearson Altizer, and Cene Abroms, the College of Education’s Sawyer Tedder, and UT Student Body President Amie Jean came together to share, read, and recite poetry works that highlighted themes of identity affirmation, resilience, and grace.

Some poems read were by other authors and some poems were self-authored. Dean Bryson Duhon even curated a musical playlist as the background for our spoken word creative session. It was powerful to both participate among and witness the bonds that were created through vulnerable, yet powerful sharing.
INCLUSION

The College of Pharmacy is intentional in our inclusion efforts.

The first step is to acknowledge local talent in our very own community. Pictured here, LBJ Early College High School Health Sciences students are actively learning about options in College of Pharmacy—including degree offerings and a possible career in pharmacy from Asst. Dean Walkes.

These enthusiastic students also learned about the PEPP program and how they might qualify. Developing positive relationships with the Austin community is of critical importance to the College of Pharmacy.

We want to ensure that our community members view UT Austin’s College of Pharmacy as an accessible partner and possibility in considerations for post-secondary learning.
On Saturday, February 15, The University of Texas College of Pharmacy in collaboration with the School of Nursing, School of Social Work, Dell Medical School, and Austin Community College Health Sciences Division put on the Interprofessional Poverty Simulation at Austin Community College. The event provided an opportunity for participants and faculty/staff volunteers to engage in various scenarios that affect social determinants of health, disparities in access and long-lasting impact of systemic inequity.

The College of Pharmacy supported the School of Nursing by attending their special viewing of feature presentation, *Black Bodies*, a documentary by Charlotte Moore, award winning writer, journalist, and blogger from Austin. This film is a part of her larger Black Bodies Project, with a vision to eradicate racism through creativity, connection, and collective understanding. Danica Fulbright-Sumpter, Ph.D., RN stated that “as individuals who provide healthcare, we often take care of Black bodies, but how much are we taught and do we really know about what it means to be Black in America?” This interactive event allowed for that conscious reflection and dialogue to take place among a diverse group of community members, healthcare professionals and students.

Pictured here: Dr. Gayle Acton to the left with the film poster for Black Bodies and pictured right is Dr. Danica Fulbright-Sumpter standing to take questions during the Q&A feature follow-up.
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The College of Pharmacy co-sponsored and presented at the National Pan-Hellenic Council’s Meet the Greeks event on the evening of February 11. Dean Walkes discussed the various degree programs offered in the College and shared the College of Pharmacy’s commitment to diversity and inclusion with attendees.

On March 6, The College of Pharmacy participated in the inaugural Educate Out Loud! A Research and Practice Symposium presented by the College of Education. The symposium was dedicated to exploring issues and topics related to LGBTQ+ people in teacher preparation, higher education, and the field of education generally. The event featured panel discussions, workshops, and keynote speakers who were faculty, researchers, K-12 educators, students, community members, and activists whose work relates to LGBTQ+ issues in education. Pictured are event Co-organizer Dr. Richard Reddick, Associate Dean for Equity, Community Engagement and Outreach and Dr. Walkes, who pose with PRIDE.

Dr. Rene Salazar of the UT Medical School presented a lecture on implicit bias to Dr. Patrick Davis’ class.

Many faculty members in the College of Pharmacy are incorporating themes of diversity into their course curricula. Here, Dr. Holli Temple is co-teaching a lecture on Cultural Awareness in Geriatrics.
On February 13, 2020, Associate Dean for Research and Graduate Studies Dr. John Richburg and Asst. Dean of Diversity, Equity, Accessibility, and Inclusion Dr. Skyller Walkes traveled to San Antonio to meet with our Pharmacotherapy Graduate Students. While there, they learned about their experiences related to diversity and inclusion and discussed how we could better support their needs. We wish to give a special shout out and extend our gratitude to Dr. Chris Frei for facilitating the site visit.

CAPTIONING COUNTS! Captioning is a text version of the spoken part of a television, movie, or computer presentation. Captioning was developed to aid individuals who are deaf, hard of hearing, or hearing impaired. Live captioning is a type of assistive technology that is also useful for general access, the inclusion of individuals with learning disabilities, and those who are English Language Learners (ELLs). In that sense, captioning is simply a best practice for inclusive teaching overall. As a result, many of our instructors in the College of Pharmacy have incorporated captioning (live or asynchronous) into their lectures and PowerPoint presentations. Drs. Richburg, Williams, and Moote use the captioning feature regularly to better support their student learners. Thank you to our college captioning champions!

UT Staff Council, UT Faculty Council, and the University Resource Groups (URGs) joined forces on March 11 to celebrate, foster engagement, and advocate for underrepresented groups on campus at the first-ever University-wide Diversity & Inclusion Mixer. Several College of Pharmacy folks were there including DEAI Committee member Kelly Smith and Dr. John Richburg.
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**CAROLYN BROWN INDUCTED INTO PROVOST'S DISTINGUISHED SERVICE ACADEMY**

Carolyn Brown, Ph.D. was one of five accomplished faculty members at The University of Texas at Austin to be inducted into the first cohort of the Provost's Distinguished Service Academy (DSA). Dr. Brown is a professor in the Division of Health Outcomes and Tanabe Research Laboratories, U.S.A., Inc. Regents Endowed Faculty Fellow.

The Provost’s Distinguished Service Academy will represent a formal organization of distinguished tenured and senior non-tenure track (NTT) faculty members with extraordinary achievements across their portfolios and in particular in terms of their excellence in mentoring and service to their college, the university, the state of Texas, and the nation.

Faculty members were selected for their outstanding service at UT and beyond. Each nominee has demonstrated excellence in scholarship and a commitment to fostering leadership around diversity, inclusion, and mentoring. Along with an annual stipend, this five-year appointment will include sponsorship of at least one workshop per semester and a series of faculty mentoring sessions throughout the year. Other inaugural members include Jen Moon from the College of Natural Sciences, Lisa Moore from the College of Liberal Arts, Rich Reddick from the College of Education, and Loriene Roy from the School of Information.

Dr. Brown’s research interests primarily involve understanding cultural and social elements that may impact both quality of care and therapeutic outcomes of patients with chronic illnesses, particularly ethnic minority patients who experience a disproportionate burden of poor health.

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CONGRATULATIONS
COLLEGE OF PHARMACY
CLASS OF 2020
GRADUATES!

For other forms of recognition,
visit the ADL’s 2020 Calendar of Observances at: https://www.adl.org/media/11511/download

SELF CARE BINGO
Use these images as a guide as you enter your summer 2020 break.

SELF-CARE IDEAS
- Listen to that one song. Repeat.
- Talk to a friend. Or pet. (Wait, those are synonyms.)
- Comfort food.
- Fold laundry. (Repetition + Productivity = calm.)
- Write. Or draw.
- Play like a kid. Silly putty, bubbles, Legos, cartoons, coloring...
- Make your bed. Fresh sheets!
- Drink cocoa by the fireplace.
- Don’t forget the marshmallows!
- Look up funny memes.
- Compliment someone and watch their face light up.
- Take a shower. Better yet, soak in the tub with a magazine.
- Read a book. Bonus points if it has pictures.
- Make something without caring whether it’s “good.”
- Have a good cry, but keep it short. Use the expensive tissues.
- Buy yourself a small gift, just because.
- Forgive yourself for what you couldn’t do today, and resolve to try again tomorrow.
Greetings College of Pharmacy family and friends,

There are variety of ways in which I could begin this message. In fact, I believe we’ve all heard the euphemisms of “curious,” “uncertain,” “unfamiliar,” etc. when used to describe the current state of the world and our collective current existence. Indeed, I don’t disbelieve those adjectives to be true, but I also believe there are so many more descriptors we could apply on any given day, at any given moment to articulate the myriad of emotions we’re feeling or confronting. Some of which may be stressful, fearful, overwhelming, etc. Allow me to say that those emotions are just as valid and also okay.

As we are now in the midst of our second month of the COVID-19 fray, I hope you’ll accept this message as a sincere check-in and virtual hug. We understand that everyone is experiencing this differently, and moreover, everyone’s circumstance is equally unique. For many of you, this experience is not simply about the inconvenience of a new academic reality; it’s about the life-altering hardships that come along with it. Some of you and your families have been personally impacted by the virus. Some of you did not return home to safe and secure environments. Some of you are working more to support your families, all while juggling the intensity of a digital learning frontier. Some of you have seen a devastating change around your access to essentials—destabilizing your food security and income. Some of you are doing your very best to champion through mental health challenges that leave you feeling intensely isolated and inexpressibly fatigued. Some of you are or have been the silent targets of racist and xenophobic vitriol. Many of you are feeling disappointed and underwhelmed around having to sacrifice your planned graduation festivities. Many of you are now spending up to 20 hours a day looking at computer/device screens.

Still, ALL of you deserve to be heard, because you’re pioneering something that none of us has ever experienced as students. So, your input helps to inform our processes. Each of you deserves to be validated because YOU MATTER. Of course, we don’t have all the answers, and even when we do, those solutions are oftentimes organically evolving. But we ARE listening, and we are here to serve and support you to the best of our capabilities. Please reach out and let us know if and how we can better support you, and please don’t feel embarrassed or ashamed in doing so. We’re in this together isn’t just a catchphrase and it’s not just business as usual. In short, we couldn’t have imagined much of what we’re experiencing, and yet, you’re still managing to show up to meet the tasks at hand.

Thank you for your efforts. Thank you for doing your unique best. Thank you for being resilient. Please take care of yourselves. We can and we will get through this like the resilient and interdependent UT College of Pharmacy family we are!

Yours in Community,

Skyller Walkes, Ph.D.
Assistant Dean of Diversity and Inclusion
College of Pharmacy
The University of Texas at Austin