



Skaggs School of Pharmacy and Pharmaceutical Sciences

UNIVERSITY OF COLORADO
ANSCHUTZ MEDICAL CAMPUS

Commitment to **Diversity, Equity & Inclusion**

Message from the Dean

Greetings Sara,

This communication is the first of ongoing messages designed to keep the Skaggs School of Pharmacy and Pharmaceutical Sciences (SSPPS) community aware of the School's efforts around Diversity, Equity, and Inclusion (DEI).

We are all aware of the seismic shift that has occurred as a result of recent racial violence in our nation. Immediately after the death of George Floyd, I wrote [this official response](#). Let me reiterate:

"As a medical community, we see first-hand the inequities that impact communities of color, and in particular those of African descent. It is our sworn duty to help those who are victims of these inequities and injustices...As scientists and medical professionals, we are trained to make decisions based on data and evidence. The evidence we plainly see in our society at this unprecedented time points to systemic failings. It is a clarion call to redouble our efforts towards our shared values of education, discovery and care for humanity."

Specific steps that we have taken in the last few weeks to enhance our diversity efforts include:

LISTENING

A series of benchmark surveys have been distributed to faculty, staff and students to better assess the current state of diversity and inclusion in the School.

LEARNING

Faculty and staff participated in an introductory forum in which Dr. Regina Richards, Associate Vice Chancellor of Diversity, Equity, Inclusion and Community Engagement and Dominic Martinez, Senior Director of Office of Inclusion and Outreach addressed diversity best-practices, existing campus resources and future DEI training opportunities.

LEADING

We, along with the rest of the nation, mourned the recent passing of civil rights icon John Lewis. It gave us occasion to reconnect with Sheldon (Shelly) Steinhauser, our former Development Director, who was also a freedom fighter who marched from Selma to Montgomery, Alabama in 1965. He reminded us of the School's legacy of inclusion and challenged us to aspire to continued diversity leadership. [Read the story here.](#)

EXISTING & ONGOING EFFORTS

- **Dr. Manisha Patel**, Professor, Department of Pharmaceutical Sciences, is representing our school on the Anschutz Medical Campus Chancellor's Diversity Equity Inclusion and Community Engagement Leadership Council.
- We will *continue* to honor DEI by awarding student scholarships.

- We will *continue* to have inclusive admission and hiring processes to maintain DEI as one of our highest values.
- We will *continue* to develop our comprehensive diversity plan.

MOVING FORWARD

Student Focus Groups will be conducted with key audience groups, moderated by CU Anschutz Director of Inclusion Dominic Martinez.

Faculty/Staff/Student Diversity Committee will be formed, the structure and process of which will be modeled after existing DEI councils.

Faculty and Staff Training will utilize resources from the Office of Diversity and Inclusion and initially include monthly programming and suggested readings.

The School's Executive Committee will partner with the Office of Diversity and Inclusion to develop ongoing education at the administrative level.

Other Areas for Intervention

- Hiring Practices
- Curriculum Development
- Student Recruitment

Finally, we understand that this is an ongoing process that in order to be truly representative and, therefore, successful, it will take all of us working together. It is my sincere hope that we rise to the challenge that John Lewis left us in his final words to be published upon his death:

"Though I am gone, I urge you to answer the highest calling of your heart and stand up for what you truly believe."

In commitment to the cause,

Dean Ralph Altieri

Skaggs School of Pharmacy and Pharmaceutical Sciences

Resources



LEARNING AND DEVELOPMENT



Virtual Settings and Unconscious Bias*

Tuesday, October 6th | 9:00am - 10:30am

Tuesday, October 20th | 9:00am - 10:30am

This course explores how unconscious bias manifests in virtual settings through language, symbolism and nonverbal cues to privilege and disadvantage at social identity points. It is taught by the Office of Diversity and Inclusion.

OPINION
JOHN LEWIS

Together, You Can Redeem the Soul of Our Nation

Though I am gone, I urge you to
answer the highest calling of your heart and
stand up for what you truly believe.



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