UW SCHOOL OF PHARMACY
EQUITY and DIVERSITY ADVISORY BOARD

2013 – 2014

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For 2014-15, the Equity and Diversity Advisory Board is charged to:

Identify challenges to recruiting students, faculty, and staff of diverse backgrounds, and the strategies to enhance such recruitment with particular emphasis on search and screen practices. Within the committee’s purview are to examine processes for gathering applicant data, employment criteria, and effective recruitment outreach to the greater community.

Incentivize efforts and programs that promote a positive, inclusive and respectful school climate; provide training/capacity building experiences that are grounded in increasing diversity and inclusion of historically underrepresented groups; provide advanced leadership development opportunities, promoting inclusive practices along with culturally relevant peer-led learning experiences for faculty, staff, undergraduate students, and graduate and professional students.
Goals:

- Create a training/workshop experience(s) for current faculty and staff regarding inclusive learning/working environments and cultural awareness.

- Develop a comprehensive orientation for all new faculty and staff to engage issues of diversity and inclusion and how they impact SOP and campus climate.

- Provide action plan(s) for process improvement for search and screen members to actively recruit diverse and talented faculty, staff, and student applicants and how best to review applicants without bias.

- Identify and/or establish best practices for campus hiring, bearing in mind the varying needs of different units that will enhance the identification of qualified applicants (faculty, staff, and students).

- Offer recommendations for networking with communities (neighborhood centers, organizations, leaders) and professional societies to identify qualified diverse applicants.

Next Steps

1. Based on the charges and goals and given timeline, what are the top priorities?
2. Can/should anything be specifically delegated? To Whom?
3. What are the next steps? In particular, what actions need to take place before the next meeting in September 2015?