House of Delegates

New Business Item: Racial and Discriminatory Inequities

Sponsor:
Mollie Scott

State or Entity Represented: North Carolina
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Additional signers:
John Armitstead, Past President
Melanie Dodd, NM
Christopher Edwards, AZ
Lea Eiland, AL
Christi Jen, AZ
David Lacknauth, FL
Sarah Lake-Wallace, TX
Jeff Little, KS
Mary Parker, NC
Jennifer Robertson, TN
Kethen So, CA
Zach Weber, Section of Ambulatory Care
Practitioners Kit Wong, DC

Subject: Racial and Discriminatory Inequities

Motion:
To acknowledge that racism, discrimination, and inequities exist in healthcare and society as a whole; further,

To assert that racism, or any form of discrimination or injustice, has no positive value in society and cannot be tolerated; further,

To feverently commit to creating a more just and inclusive healthcare system and society as a whole.
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Suggested Outcomes:

1. Form a diverse, representative task force and convene a summit to study systemic racism with the goal of creating new resources and deliverables for members that contribute to breaking down the barriers that contribute to systemic racism in healthcare and society as a whole.

2. Prioritize the development of workshops and symposia for national meetings (i.e., ASHP Clinical Midyear, ASHP Summer Meeting, ASHP Preceptors Conference, ASHP Leadership Conference, and student conferences) that educate members on implicit bias and systemic racism that seek to dismantle racism, prejudice and ethnic oppression, and support freedom and human dignity.

3. Perform a comprehensive review of existing ASHP policies (i.e., Cultural Competence, Racial and Ethnic Disparities in Healthcare) to ensure that they are up-to-date and reflect ASHP’s commitment to standing against racism of any kind.

4. Establish a Section Advisory Group on Inclusion, Diversity, and Racial Equity within the new Section of Pharmacy Educators to develop recommendations and best practices in pharmacy education that positively impact the next generation of pharmacists and technicians.

5. Request that each ASHP Section and Forum identify a plan for addressing racial, discriminatory inequities in healthcare within their charges and deliverables.

6. Incorporate new standards for education about implicit bias and systemic racism into ASHP-accredited programs including residency programs and technician programs.

7. Engage the pharmacy workforce in listening meetings that seek to understand the impact of racism on the lives of African American patients and healthcare professionals and identify strategies to improve healthcare equity and create an inclusive pharmacy workforce.

8. Create an ASHP Connect community that promotes health equity and social justice and showcases blogs and stories of how systemic racism impacts patients and healthcare professionals as well as success stories from individuals and organizations who are striving to promote human dignity and dismantle racism.

9. Establish new collaborations with organizations both inside and outside of pharmacy who have demonstrated commitment to decreasing health inequities (e.g., American Medical Association, American Public Health Association, HBCUs, and NAACP).

10. Create and implement an action plan for recruitment of under-represented minorities to the profession of pharmacy in order to ensure that the pharmacy workforce reflects our patient populations.
New Business Item: ASHP Support of WHO

Sponsor:
Marianne Ivey

State or Entity Represented: Past President
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Additional signers:
Philip Schneider, Past President

Subject:
ASHP Support of the World Health Organization

Motion:
To encourage ASHP and its members to strongly support the mission work of the World Health Organization (WHO) in its role in public health preparedness, prevention, and control to improve the health and wellbeing of people globally; further,

To prioritize the revision of the ASHP Statement on the Role of Health-System Pharmacists in Public Health.

Background:
In an age of global travel between and among countries the efforts to prevent, control, treat and eradicate diseases and conditions that decrease health and well-being of all peoples are critical to all countries independent of factors such as income and education. Addressing new vectors of disease transmission and behavioral conditions related to lifestyles and environmental conditions continue to provide challenges that need to be addressed. Agencies such as WHO that provide evidence-based warnings, guidelines, education, research and advocacy and collect data to help countries prepare their public health infrastructure are critical in providing all peoples with the tools and resources needed to address critical health issues globally. The current ASHP Statement on the Role of Health-System Pharmacists in Public Health was published in 2008 and should be reviewed and updated.

Suggested Outcomes:
The ASHP HOD will approve this new business and emphasize the importance of the role of WHO through its statement on the role of pharmacists in public health.