Inclusion and Diversity Committee
Charge to School of Pharmacy Committee

BACKGROUND
Diversity: “the state of having people who are different races or who have different cultures in a group or organization.”
Inclusion: “the act of including.” (Merriam-Webster)

By creating a new standing committee within the School of Pharmacy, I am choosing to raise our collective consciousness to inclusion and diversity. I want to assure that inclusion and diversity become part of the context for every decision we make.

Diversity and inclusion must come to the forefront of the culture in our School of Pharmacy. Miller and Katz have stated that “A special and powerful synergy can exist in teams of people with wide-ranging differences.” It is my goal to assure that we create that special and powerful synergy in our own environment.

Our values statement reads that we will “foster . . . respect for the individual.” Respect takes on many forms; in its narrowest meaning, it is offering proper acceptance or courtesy; in a broader sense, it is inclusivity.

Although our School has become slightly more diverse over time, we remain relatively homogenous with respect to the racial/ethnic/LGBTQI background of our faculty, students, and staff—and even the gender of tenured or tenure-stream faculty. As a simple example question of inclusion, “Do we provide the means for helping “non-Pitt” P1 PharmD students to become fully included into our mostly “Pitt” class? (We do now.)

COMMITTEE COMPOSITION
The Inclusion and Diversity Committee is a standing committee of the School of Pharmacy. Committee members are appointed by the Dean of the School of Pharmacy; the inaugural committee includes faculty, staff, and student members, and will serve a three-or four-year term to allow for staggered rotation times. Because of the nature of our charge, the committee is larger than others. Students will have a term consistent with their ability to participate; when seated student members are no longer available, the next student(s) will be appointed. Members of the committee will include:

- One faculty member who serves as chair;
- Faculty members who represent the two departments;
- Student representation from the PharmD and Graduate Program (MS or PhD);
- Two or three staff members, one from Student Services and one who engages with faculty or graduate student recruitment.
- Representation from the Leadership Team.
To the extent possible, the overall composition of the committee will reflect the diversity in our School of Pharmacy.

**REPORTING**
This committee shares the same reporting relationship as other school-based committees and councils. The Inclusion and Diversity Committee makes recommendations and reports to the dean.

**CHARGES TO THE COMMITTEE**
The overall charge to the Inclusion and Diversity Committee is to:

1. **Assure that inclusion and diversity become part of the context in which we make every decision.**
   In addition, the committee is charged to:
   2. Provide an annual summary report starting with the 2015-2016 School of Pharmacy’s Annual Report regarding the status, programs, and approaches toward creating a more inclusive and diverse environment.
   3. Identify resources and make them publicly available for all students, staff and faculty who may want or need support in becoming full participants in all facets of our community.
   4. Assure that mechanisms are in place for mentoring faculty toward promotion and that mentoring assures that faculty regularly have opportunities to express needs and receive guidance and support from senior colleagues.
   5. Assure that faculty and staff searches take specific actions to reach out to populations that are underrepresented in our School.
   6. Assess and monitor whether School functions as basic as orientation have mechanisms for enhancing the inclusion of people who are minorities (e.g. racial/ethnic minorities, PharmD students who have not attended Pitt, international students).
   7. Evaluate and suggest recruiting, admissions strategies, and program development that would enable underrepresented students to enter and succeed in our degree-granting programs.

The final charge is to:

8. Recommend the length of appointments for the chair and members of the committee so that the committee guidelines will reflect a term appropriate for the work.


*Drafted August 1, 2015*