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**Illinois Pharmacists Association
House of Delegates**

Saturday – September 19, 2020

NEW BUSINESS

(To be submitted and introduced by Delegates only)

Deadline for Submission of New Business: Friday, September 18, 2020

Introduced by: Laura Licari and Garth Reynolds

Date: 9/17/2020

Organization (if applicable): Chair of the Board and Executive Director (Past Presidents)

Subject: Diversity, Equity, and Inclusion

Motion:

- 1) IPhA is committed to fostering an inclusive community and affirming our commitment to racial equality, equity, and justice.
- 2) As Healthcare Professionals, members of the IPhA are committed to the principles of diversity, equity, inclusion, accessibility, justice, and anti-racism; and will seek opportunities to eradicate structural and systemic racism to address social determinants of health, diminish health disparities, and promote racial equity.
- 3) IPhA encourages pharmacy stakeholders to create a network of pharmacists, student pharmacists, and pharmacy technicians who would serve as role models for a diverse population of pharmacy professionals.
- 4) IPhA recognizes the diverse patient population served by our profession and the impact of cultural diversity on patient safety and medication use outcomes, IPhA encourages pharmacists to continually strive to achieve and develop cultural awareness, sensitivity, and cultural competence.
- 5) IPhA shall facilitate access to resources that assist pharmacists and student pharmacists in achieving and maintaining cultural competence relevant to their practice and the communities they serve.

- 6) IPhA supports the implementation of continued professional development programs regarding the historical and current impact of structural and systemic racism and cultural biases on health care disparities, including strategies to promote health equity, and delivery of culturally responsive care.

Background:

With recent events and historical context, IPhA needs to place into policy the foundational understanding that has shaped this organization to not only represent all practice settings of pharmacy in Illinois but also all racial, gender, orientation, and cultural diversity that make IPhA the Voice of Pharmacy in Illinois and to our patients that we serve.

Our statement from June 2020:

Our Oath states that *“I will consider the welfare of humanity and relief of suffering my primary concerns.”* Our profession is truly diverse in both practice settings and the people who practice pharmacy and care for their patients every day. Empathy and Advocacy are the cornerstones of our profession. It demands of us two things; that we take action to better our profession and better our communities. It is the latter that we as the Illinois Pharmacists Association call to action all pharmacists, student pharmacists, pharmacy technicians, and our patients to stand firm against and call our racism, in all forms. The continued injustice that has been imposed upon black men and women in this country will no longer be tolerated. As President Lincoln said, *“You cannot escape the responsibility of tomorrow by evading it today.”* Pharmacies have long been places of healing in our communities. We must open our doors and be the voice for our patients who demand for us to speak up.

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