

UR Medicine Department of Pharmacy Equity & Inclusion Committee April 2025 Newsletter

Make Your Workplace More Inclusive—for Everyone



91% of workers have experienced discrimination related to race, gender, disability, age, or body size.

94% of workers care about feeling a sense of belonging at work.

For a workplace to truly thrive, it must be inclusive.

In her thought-provoking Harvard Business Review article "What Comes After DEI," Lily Zheng describes the challenge that backlash to DEI creates for organizations attempting to create more equitable workplaces. She invites us all to look beyond the DEI status quo and consider room to improve with her new framework built around the four core outcomes of fairness, access, inclusion and representation (FAIR). HBR recently adapted Zheng's piece into a Management Tip

of the Day with a call to shift from performative DEI efforts and get started with the FAIR Framework:

Fairness. Set everyone up for success by addressing bias and favoritism in systems like pay, promotions, and opportunities. Use tools like evaluation rubrics, transparent criteria, and upskilling to ensure accountability and equity.

Access. Remove barriers that prevent employees from participating at work, such as rigid schedules and holding important events on religious holidays. This includes designing environments, products, and processes that meet a diverse range of needs, ensuring everyone can engage equally.

Inclusion. Foster a culture where people feel respected and safe being who they are. Replace one-off events like “lunch and learns” or cultural heritage celebrations with systemic changes, such as inclusive workplace norms and policies that prioritize psychological and physical safety.

Representation. Build trust by ensuring leadership listens to and advocates for the needs of all groups. Representation isn’t about quotas; it’s about participatory decision-making, transparency, and creating systems that reflect everyone’s voice.

Zheng's full article attached.

Join Us

E & I Committee is exploring a new meeting day and time for our once monthly virtual meeting. Reach out to allison_trawinski@urmc.rochester.edu if you're interested in becoming a member so we can make sure your schedule is considered!

E & I Book Club

Book Discussion: "We Can't Talk About That at Work" (Second Edition)

We are excited to announce the first meeting of the **Equity and Inclusion Committee's Book Club**, where we'll dive into the second edition of *"We Can't Talk About That at Work"*, a powerful guide to navigating tough conversations about race, diversity, and inclusion in the workplace. This book offers practical advice and strategies for addressing difficult, but important, topics that often get swept under the rug. It's a great opportunity to reflect, learn, and engage in meaningful dialogue about creating a more inclusive and equitable work environment.

How to Participate:

Click the attached link to join the Fable book club: <https://rb.gy/py98ei>

The Fable app allows users to post comments, ask questions, or share insights about the book as they read along – making it easier to participate when is most convenient for your schedule.

If you would prefer to participate in a more traditional book club for discussion, we will be having a zoom meeting as well.

Date/Time: Friday, April 25th at 12pm

Location: <https://urmc.zoom.us/j/94151425918> Meeting ID: 941 5142 5918. Reach out to stephanie_hosie@urmc.rochester.edu if you'd like the Outlook invitation added to your calendar.

A digital version of the book and audiobook are available from the Miner Library for free, as well as many digital and physical copies available from the Monroe County Library.

All members of the Pharmacy Department are encouraged to participate—whether you've read the book or just want to join the conversation! We look forward to having an insightful discussion!

DEI Bingo Recap

To promote diversity, equity, and inclusion (DEI) within our pharmacy department, we introduced a fun and interactive BINGO activity for February. This encouraged staff to reflect on and engage with DEI topics in a meaningful way by participating in various tasks or challenges in the workplace.

Our winners were Josephine Cheuk McCargar (SMH Inpatient Pharmacy), Kelly Cole (Specialty Pharmacy), and T'Yanna Kendrick (Home Infusion Pharmacy). Below are a few quotes from our participants:

"I learned that microaggression is unintentional discrimination such that even if you mean well, you may have subconscious bias that needs to be changed through a change in culture or being actively cognizant of your words/actions." - Josephine Cheuk McCargar

*"It really prompted some good conversations and made me reflect on some of my actions such as giving someone my full attention during a meeting or even how I communicate with people."
- Kelly Cole*

Thank you to all the participants!

PATIENT CARE

Pharmacists can push back against race-based medicine

In this February AJHP news brief, Jodie Tilman highlights concern about the use of race-based clinical decision-making tools in healthcare, which can contribute to disparities in diagnosis and treatment. Pharmacists are urged to challenge the use of such tools and address these biases in clinical practice to improve healthcare equity. One example discussed was the adjustment of the glomerular filtration rate (GFR) to account for race, which can lead to delayed diagnoses and inappropriate medication dosing for Black patients.

UPCOMING EVENTS

Events are added often, so be sure to check out [the University of Rochester Calendar](#) for updates!

Restorative Dialogue: Honoring the Legacies of Our Heroes

Thursday, April 10, 2025 12:00-1:00 pm - Virtual Event. The [Office of Equity and Inclusion](#) and the [Susan B. Anthony Center](#) are pleased to offer the spring semester's Restorative Dialogues series, open to all University students, staff, and faculty. Each dialogue will be facilitated in a circle format by the Office of Equity and Inclusion's restorative practices team. Join us to explore restorative practices and share what's on your heart and mind. [Register here](#) to attend the virtual session.

Gateways Spring Festival: Paul Burgett Lecture and Community Conversation

Wednesday, April 23, 2025 6:30-7:30 pm at Hatch Recital Hall. The Paul Burgett Lecture features Louise Toppin, a performance by Amber Rogers, and a panel exploring Black classical artistry, spirituals, cultural empowerment, and composer William Dawson's legacy.

<https://www.gatewaysmusicfestival.org/events-calendar-1>

LGBTQ Leadership Lecture: Aaron C. Morris

Thursday, April 24, 2025 6:00-7:00 pm at Frederick Douglass Commons, Douglass Ballroom.

The Paul J. Burgett Intercultural Center invites you to hear from renowned LGBTQ activist and Executive Director of Immigration Equality, Aaron C. Morris. Prior to becoming Executive Director, Aaron (he/him) led the organization's law and policy programs, supervised Immigration Equality's legal services, impact litigation, policy advocacy, and lobbying efforts. He is a member of the National Arab American Bar Association and the LGBTQ Bar Association. In 2014, he was named by the LGBTQ Bar Association as one of the Best LGBTQ Lawyers Under 40. Dinner will be catered by Salena's Mexican Restaurant.

Links Scholarship Concert

Sunday, April 27, 2025 3:30-5:30 pm at Kilbourn Hall. The Rochester (NY) Chapter of the Links, Incorporated present the Young, Gifted & Black: A Search for Excellence Scholarship Recital.

Holocaust Remembrance Concert

Sunday, April 27, 2025 7:30-9:30 pm at Kilbourn Hall. This series of annual concerts was launched in 2014 by Wegman Family Professor of Violin, Renée Jolles, in honor of her father, Jerome Jolles, who buried bodies as part of a work detail in Romania during the Nazi occupation. He survived and came to the United States, where he finished his studies at Juilliard in music performance and composition. A virtuoso accordion player, piano teacher, and composer, Mr. Jolles died in January 2014. [Watch the livestream](#)

Delivering Inclusive Presentations

Wednesday, May 27, 2025 11:00am-12:00pm - Virtual Event. Elevate your presentation skills and ensure your message connects with every member of your audience. In this online course, you'll learn to design and deliver digital presentations that are impactful, engaging, and fully inclusive. Explore practical strategies to make your slides accessible and your delivery effective

for diverse audiences. This course is open to anyone at the University of Rochester who delivers presentations, talks, meetings, or training. [Registration is required.](#)

OUR TEAM

Chair: Allison Trawinski, **Sponsor:** Jason Smith, **Members:** Ethan Acey, Sarah Amering, Kelly Cole, Mildred Evans, Melissa Fagnoli, Amanda Foster, Stacy Fredrick, Stephanie Hosie, Kathy Iannone, Samantha Heacock, Salma Moustafa, Shaili Patel, Elizabeth Rightmier, Dom Rossi, Joy Snyder, Ali Stitt

Interested in joining? Email Allison Trawinski at allison_trawinski@urmc.rochester.edu.

OUR MISSION

The Department of Pharmacy at University of Rochester Medical Center aspires to make every person feel safe, welcome and supported at all times, to be a place where everyone, regardless of identity or challenges they face is lifted up to become their best and healthiest self; to serve as a powerful force for eliminating racism, division and exclusion in our communities and beyond.

[We welcome suggestions and feedback!](#)