

June 2024 UR Medicine Department of Pharmacy Equity & Inclusion Committee Newsletter



How does ableism affect you?

One in four adults in the U.S. lives with a disability.

Three out of five adults in the U.S. live with a chronic health condition.

1 billion people in the world live with a disability.

Ableism is defined as discrimination or social prejudice against people with disabilities based on the belief that typical abilities are superior. Harvard Business Review innovation editor Christine Liu explains ableism is essentially a set of values and beliefs about what kinds of people are "normal" and what kinds of people aren't. Together with disability justice advocate Lydia X.Z. Brown, she answers important questions we should all ask ourselves about ableism at work in the podcast [How to Be an Anti-Ableist Ally | Christine vs Work](#):

- How does ableism show up at work?
- What can we do to create fairer environments that are inclusive to all?
- And if we see ableism, what should we do?

She reminds us all that "***Being a better ally is a matter of educating yourself. It's going to take time and practice to learn.***"

Full transcript attached.

PATIENT CARE

[Healthcare considerations in sexual and gender minorities](#)

AJHP presented a special theme issue on healthcare considerations in sexual and gender minorities. The issue showcases important insights and studies for the advancement of inclusive and equitable care for all patients.

In 2023, a record number of bills were filed and signed in state legislature discriminating against sexual and gender minorities. These laws directly impact patients and healthcare providers as they ban or place restrictions on a variety of practices including gender affirming care. In some states, pharmacists may be disciplined for dispensing medications associated with gender affirming care. "I will promote inclusion, embrace diversity, and advocate for justice to advance health equity" was added to the pharmacist oath in 2021 and highlights the importance of advocacy efforts as a professional obligation. Being involved in professional organizations and working with other healthcare professionals in the community is essential to lobby against discriminatory policies.

[Explore the whole issue](#) or find out how you can get involved in Veronica Vernon's commentary piece [Legislation targeting sexual and gender minorities: A call to action!](#)

Organization (website)	Description
Human Rights Campaign (HRC) (https://www.hrc.org/)	Organization founded to combat discrimination against LGBTQ+ people. HRC tracks federal and state-level bills and provides several toolkits and resources for advocacy. It also maintains a State Equality Index, which is a report of policies within each state that affect LGBTQ+ people.
Movement Advancement Project (MAP) (https://www.lgbtmap.org/)	Independent, nonprofit organization that maintains national and state-specific information related to policies that impact sexual and gender minorities.
PFLAG (https://pflag.org/)	First and largest organization that brings together families and allies with LGBTQ+ people. It has several advocacy resources, including a state advocacy database, policy guide, and advocacy toolkit.
Trevor Project (https://www.thetrevorproject.org/)	Nonprofit organization that is focused on suicide prevention in LGBTQ+ youth. The website has a heatmap tool that shows LGBTQ+ legislation by state. It also has several resources and talking points for advocacy efforts.
USA.gov "Find and contact elected officials" (https://www.usa.gov/elected-officials) or state legislature websites	Tools to find and contact local, state, and federal elected officials

1 - [Vernon, VP. Am J Health-Syst Pharm. 2024;81:345-348.](#)

[Diversity Drive: Over 200 Free LGBTQ+ CME Training Options](#)

More than 200 online, on-demand CME-accredited LGBTQ+ training options are available to URM staff. The training is free as part of Strong's participation in the Human Rights Campaign Foundation's [Healthcare Equality Index](#). Topics range from the basics of LGBTQ+ patient-centered care to more specialized topics for clinicians. For questions about this training, email: genderpatientsupport@urmc.rochester.edu.

UPCOMING EVENTS

Register for Live Safe-Space Training

Fridays, 6/28/2024 and 7/19/2024, 9:00 am-1:00 pm. On June 28, 1969, police raided New York City's Stonewall Inn, sparking six days of protests that permanently shifted LGBTQ+ life in America. To honor the 55th anniversary of Stonewall, the UR Safe Space Program will host two live trainings, June 28 at URMC and July 19 on River Campus. Lunch and parking will be provided. To register, [search MyPath](#) for "Safe Space Playlist," open the playlist, and select "Safe Space Part 1" to locate these classes. Email SafeSpace@rochester.edu with any questions.

[2024 DICE Summer Brown Bag Series](#)

Wednesdays, 7/10/2024 to 8/28/2024, 12:00-1:00 pm - Hybrid event (see link for specific location).

The purpose of this year's series, Creating Inclusive and Psychologically Safe Spaces, held by The Department of Psychiatry, is to provide educational opportunities to learn about inequities surrounding our communities. It is a great opportunity to learn about critical topics through a diverse lens in a safe space.

[Pride Celebration Day](#)

Thursday, 7/11/2024, 5:00-9:00 pm at Memorial Art Gallery. An annual celebration of acceptance, community, diversity, learning, and love! Enjoy free museum admission and all-ages fun. Dress in your favorite Pride or rainbow outfit, come hang in Centennial Sculpture Park, or bring a blanket to picnic on the MAG lawn!

[Rochester Pride Parade: March with the University of Rochester](#)

Saturday, 7/20/2024, 9:15 am - 6:00 pm at Corner of South Avenue and Science Parkway. Please see the link for event details.

[New art space in Neurology embraces diversity and equity](#)

Joynt Corridor located in 5.4300 in Strong Memorial Hospital, open weekdays 11:00 am-4:00 pm. The Department of Neurology has opened the doors to a new art gallery that will feature diverse artistic voices. Under the stewardship of Rochester artist Shawn Dunwoody, the Unity Gallery will leverage art to provoke thought, encourage dialogue, and celebrate the voices, minds, and faces that shape the community and medicine. The works can also be viewed virtually on the [Unity Gallery website](#).

OUR TEAM

Chair: Allison Trawinski **Recruitment Subcommittee Leader:** Sarah Amering **Sponsor:** Curt Haas

Members: Jennifer Falvey, Melissa Fagnoli, Stacy Fredrick, Kathy Iannone, Samantha Heacock, Shaili Patel, Elizabeth Rightmier, Kelly Segal, Dom Rossi, Julia Schaub

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!](#)