



## Racial Injustice Taskforce



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Washington State Pharmacy Association Immediate Past-President Megan McIntyre has initiated a new Diversity Equity Inclusion Taskforce. This new taskforce focuses on diversity, equity, and inclusion in the profession of pharmacy.

The initial meeting allowed for introduction of the group and an opportunity to discuss short-term goals. These included items such as defining the scope and focus for the work the taskforce wants to complete, creating a shared language, and establish basic group structure and norms. The taskforce is exploring the themes of diversity, equity, inclusion, and social justice in the context of a professional organization with the mindset to start work as soon as possible with an eye on action items.

The group discussed the importance of diversity and inclusion and mentioned how diversity helps bring about change and new perspectives on board. Being an inclusive team allows for improved decision-making and problem solving, too. These are just highlight remarks about what the new taskforce will be focusing on and ideas they will bring to the table. This group believes that it is important to work together as an association to create and implement change in our profession. Any values or statements written on paper are not authentic unless the group demonstrates through actions – which is the main driving force of this group.

I had an opportunity to conduct a short interview with Megan McIntyre, who is the spearhead of this group. Her role is to serve as a facilitator and her goals for the taskforce are to get the group established so it may run independently on its own. She discussed with me about the group getting to know one another and creating shared language such as definitions of various verbiage like diversity and inclusion. There are many members that are a part of this group including WSPA staff who serve as listening members and non-pharmacy members as well. The team has been evaluating WSPA's strategic plans and how to make the DEI taskforce visible to our pharmacy community.

The DEI Taskforce has many goals and the long-term goal of being able to serve as a lens for legislation and lobbying to create laws or regulations with diversity imbedded in the language. Other goals include broadening membership and access, addressing diversity in applications, and providing education for WSPA members. Ultimately, it is a long road and lots of work needs to happen but with enough time and dedication it is possible that the DEI Taskforce will have checks and balances embedded throughout WSPA and the work of the taskforce will be complete. The group is very action oriented and want to create recommendations to pass over to staff and board members to implement to reach a wider audience.

Stay tuned for any upcoming meetings to participate! If you are interested in being a part of this group reach out to Jenny Arnold by emailing her at [jenny@wsparx.org](mailto:jenny@wsparx.org).