



IPhO Diversity Initiatives Analysis

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Introduction

The IPhO Diversity & Representation team was created with the goal of increasing equity and industry representation among underrepresented ethnic subgroups within the pharmaceutical industry, particularly student pharmacists of color.

For the past two years, IPhO has partnered with organizations and individuals who are committed to the professional development and advancement of student pharmacists in underrepresented subgroups. IPhO and its supporters have launched multiple initiatives, including skill development opportunities and tailored workshops focusing on virtual interviewing, public speaking, and presenting for industry to help student pharmacists of color advance in their careers. These workshops were often run by successful industry pharmacists of color who are experienced in the subject matter. In addition, IPhO and its partners have awarded scholarships to students of color to enhance equity and access to a variety of valuable IPhO resources, including IPhO Membership, Annual Meeting Registration, and 1-1 Coaching.

Objectives

The objective of this research is to assess the value of the IPhO Diversity & Representation team initiatives provided to underrepresented ethnic subgroups within the pharmaceutical industry, particularly student pharmacists of color.

To analyze the results of key diversity initiatives through IPhO and pharmaceutical company-sponsored programs and determine if they met the overall diversity goals of IPhO.

Methods

Pre- and post- webinar surveys were created to measure the effectiveness of three professional development webinars.

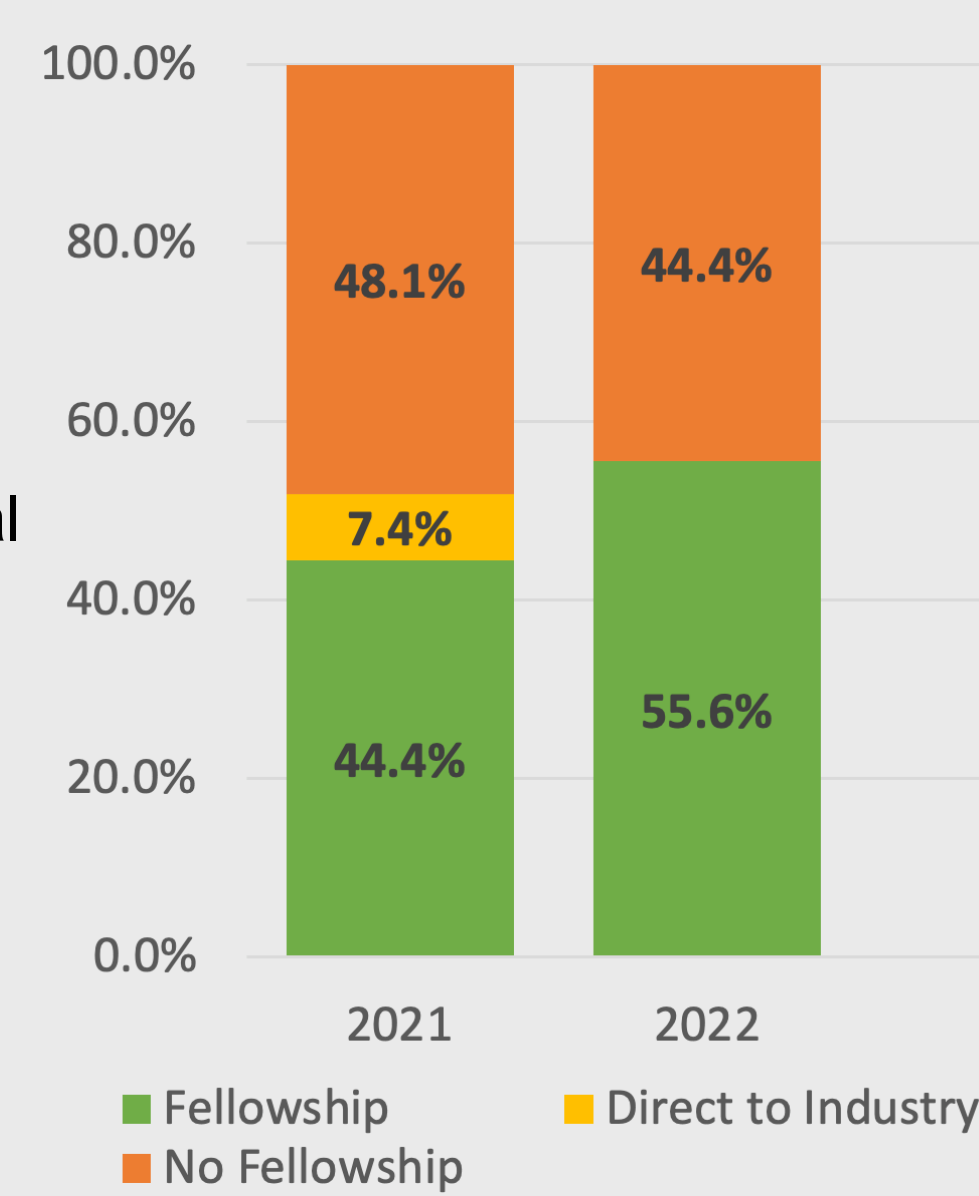
The surveys were distributed to student pharmacists who participated in IPhO Diversity programs, including Climbing the Ladder Webinar Series and Bridge the Gap Virtual Academy. The selected survey questions were designed to provide insight into knowledge gained of specific topic and confidence for obtaining a position within the pharmaceutical industry.

Results

IPhO Diversity Scholarship Recipients-Fellowship Acceptance- 2021 & 2022

Twelve of 27 (44.4%) student pharmacists who were 2021 IPhO Diversity Scholarship Recipients obtained a post-doctoral fellowship in the pharmaceutical industry and 2 recipients accepted a "Direct to Industry" full time offer.¹ For the 2022 IPhO Diversity Scholarship Recipients, 10 of 18 (55.6%) student pharmacists have obtained a post-doctoral fellowship in the pharmaceutical industry.¹

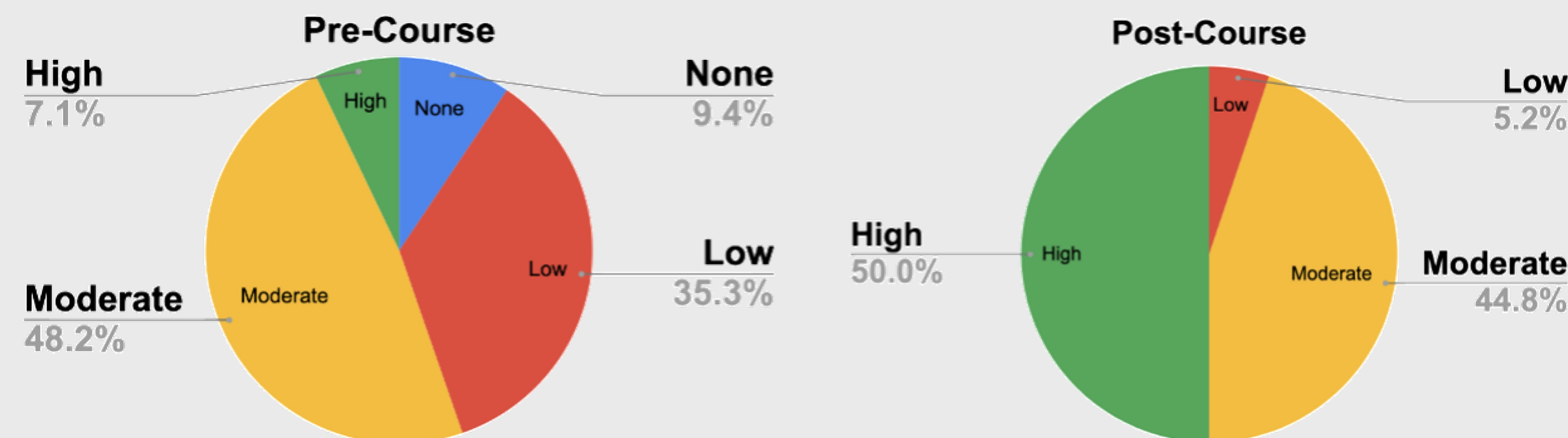
On average, 20% of applicants obtain a fellowship position.¹



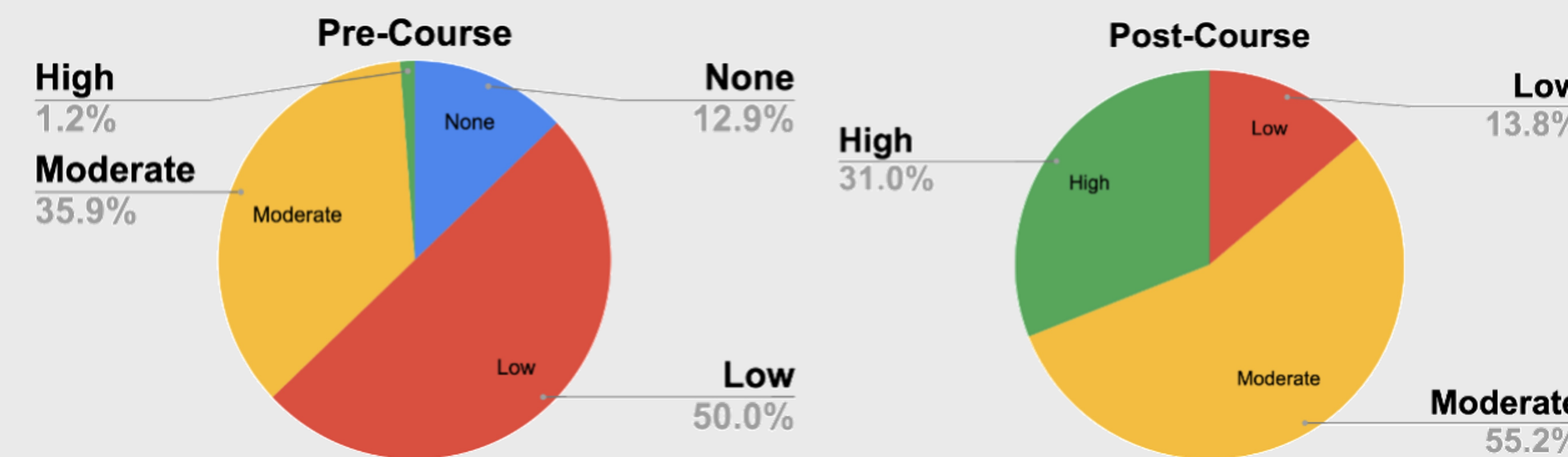
Results (continued)

AbbVie Shine like a STAR in Behavioral Interviews²

Rate your level of knowledge of behavioral interviewing and the STAR format:

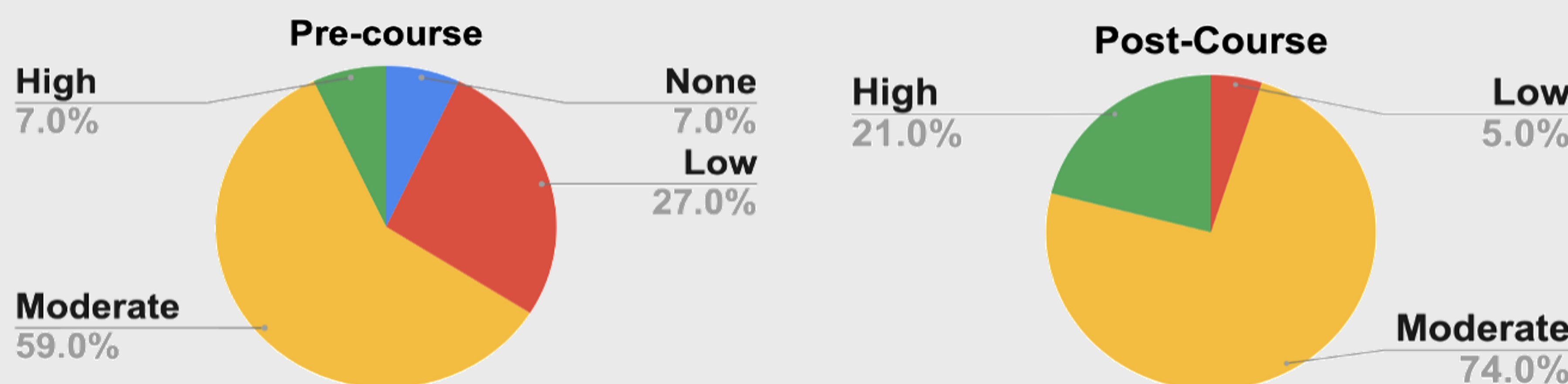


Rate your level of skills regarding behavioral interviewing the STAR format:

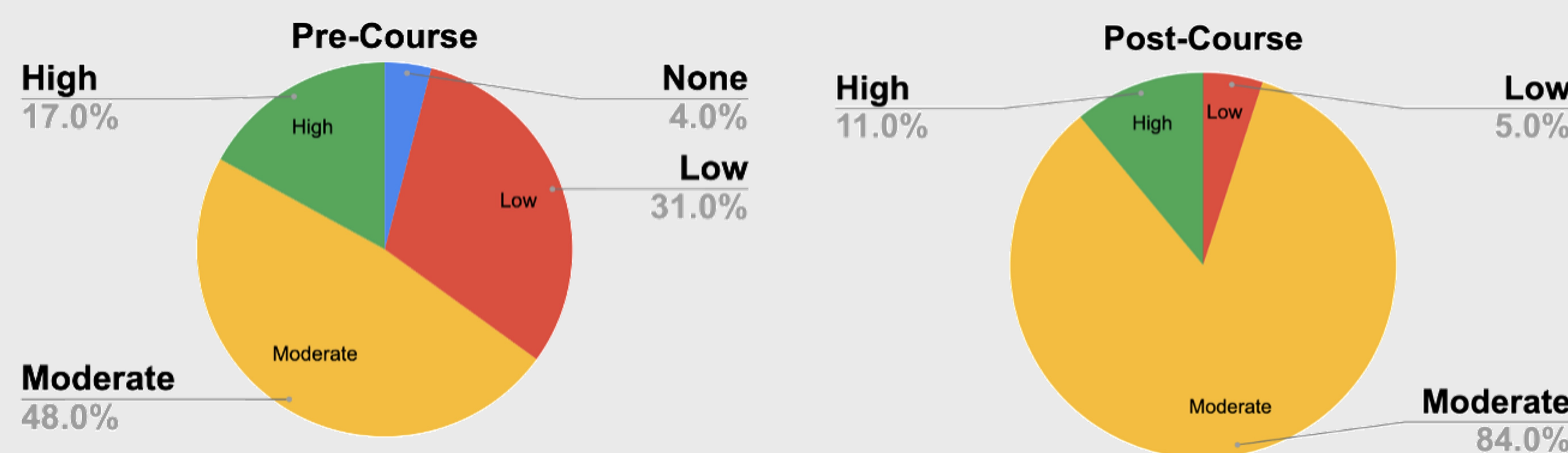


UOP/Genentech Behind the Scenes: Who Develops the Drugs on Your Shelf?²

Rate your level of confidence in applying for a fellowship or entry level position within the pharmaceutical industry:



Rate your level of skills regarding behavioral interviewing the STAR format:



Discussion

Overall, the programs and scholarship participation from student pharmacists in underrepresented subgroups had increased level of confidence and knowledge.

Conclusion

The results from this research illustrate that the assessed IPhO programs were successful at improving knowledge and confidence within this subgroup.

As we move forward, IPhO remains committed to increasing diversity and inclusion within the pharmaceutical industry to help empower student pharmacists of color to pursue industry careers post-graduation.

References

1. Data on file, IPhO. March 2023.
2. Chinonye Duru PharmDc 2023. IPhO Diversity Initiatives Analysis. Industry Pharmacists Organization Virtual-Flex Internship Presentation. December 2021.

Disclosures

The authors have no conflict of interest to declare.

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