

Committee: Western New York Society of Health-systems Pharmacists
Topic: Citizenship Discrimination in Residency Recruitment
Sponsored: Lijian Cai; Aubrey Defayette; Christopher Jadoch; McKenna Butler;
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Prevention of Citizenship Discrimination in pharmacy residency recruitment and training within pharmacy institutions,

Whereas, The Immigration Reform and Control Act of 1986 (IRCA) prohibits employers from hiring only U.S. citizens or lawful permanent residents unless required to do so by law, regulation or government contract,

Whereas, In the year 2022 the American Society of Health-System Pharmacists (ASHP) developed and published its Diversity Resource Guide to guide the pharmacy community of its new initiative to increase racial and ethnic diversity in pharmacy residency programs and the pharmacy workforce,

Whereas, Current practice in New York State does not encourage distribution of consistent information regarding availability of residency training to international students by pharmacy institutions during the recruitment process,

Whereas, Individuals involved in residency candidate selection process must seek better understanding from their institution on employment of international students to provide candidates with proper information on the types of visas that exist in which they may practice with,

Whereas, Schools and colleges of pharmacy involved in preparing residency candidates for the residency recruitment process must provide educational resources to inform student pharmacists on the types of visas that exist in which they may practice with,

Whereas, A consistent stance on citizenship requirements will allow for equal employment opportunities for candidates seeking pharmacy residency training; therefore, be it,

Resolved That: The New York State Council of Health-system Pharmacists encourages pharmacy institutions engaged in residency training to seek education on requirements for international candidates, promoting equal access to all those electing to pursue residency training.

Date: 2/23/23
By: _____
and. Der
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