



# Sense of Mission and Purpose: From Student Applicant to Pharmacy Leadership in Advancing Health Equity

Vickie Powell, BS, PharmD, MS, FASHP, CPEL

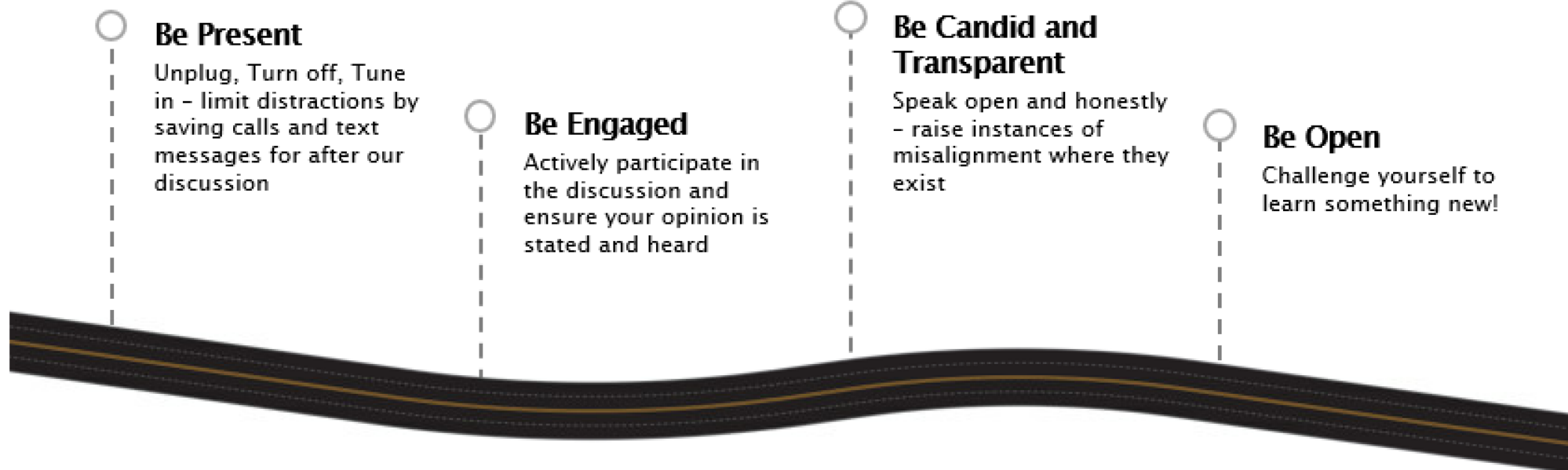
ASHP Board of Directors  
Enterprise Director of Pharmacy,  
New York Presbyterian Hospital  
Diversity Equity & Inclusion  
Employee Engagement  
Human Resources  
Training & Education

**ashp**  
pharmacists advancing healthcare®

# Statement of disclosure

- I have no conflicts of interest.
- No one in control of the content of this activity has a relevant financial relationship with an ineligible company.

# Rules of the Road Throughout Our Session



# Objectives Pharmacy Technicians

Define

Define health equity

Identify

Identify social and economic factors that affect health

Describe

Describe the role of pharmacy technicians in health equity

# Objectives Pharmacists

Define

Define health equity

Identify

Identify social and economic factors that affect health

Describe

Describe the role of pharmacy professionals, as student, resident, to leaders, in addressing health equity



“Of all the forms of inequality, injustice in health is the most shocking and inhumane.”

*Martin Luther King Jr.*

# Health Equity and Health Equality are the same?

- A. True
- B. False



# Health Equity

**REALITY**  
One gets more than is needed, while the other gets less than is needed. Thus, a huge disparity is created.

**EQUALITY**  
The assumption is that everyone benefits from the same supports. This is considered to be equal treatment.

**EQUITY**  
Everyone gets the support they need, which produces equity.

**JUSTICE**  
All 3 can see the game without supports or accommodations because the cause(s) of the inequity was addressed. The systemic barrier has been removed.

**INCLUSION**  
Everyone is **INCLUDED** in the game. **No one** is left on the outside; we didn't only remove the barriers keeping people out, we made sure they were valued & involved.

@ClinPsychDavid



# Health Equity and Health Equality are the same?

- A. True
- **B. False**

# Understanding Health Equity

- When everyone has the ability too “attain his or her full health potential” and no one is “disadvantaged from achieving this potential because of social position or other socially determined circumstances.”
- Racial and ethnic minority groups are often disproportionately affected by health inequities

Health Equity affects:

**Life  
Expectancy**

**Quality of  
Life**

**Severity of  
Disease**

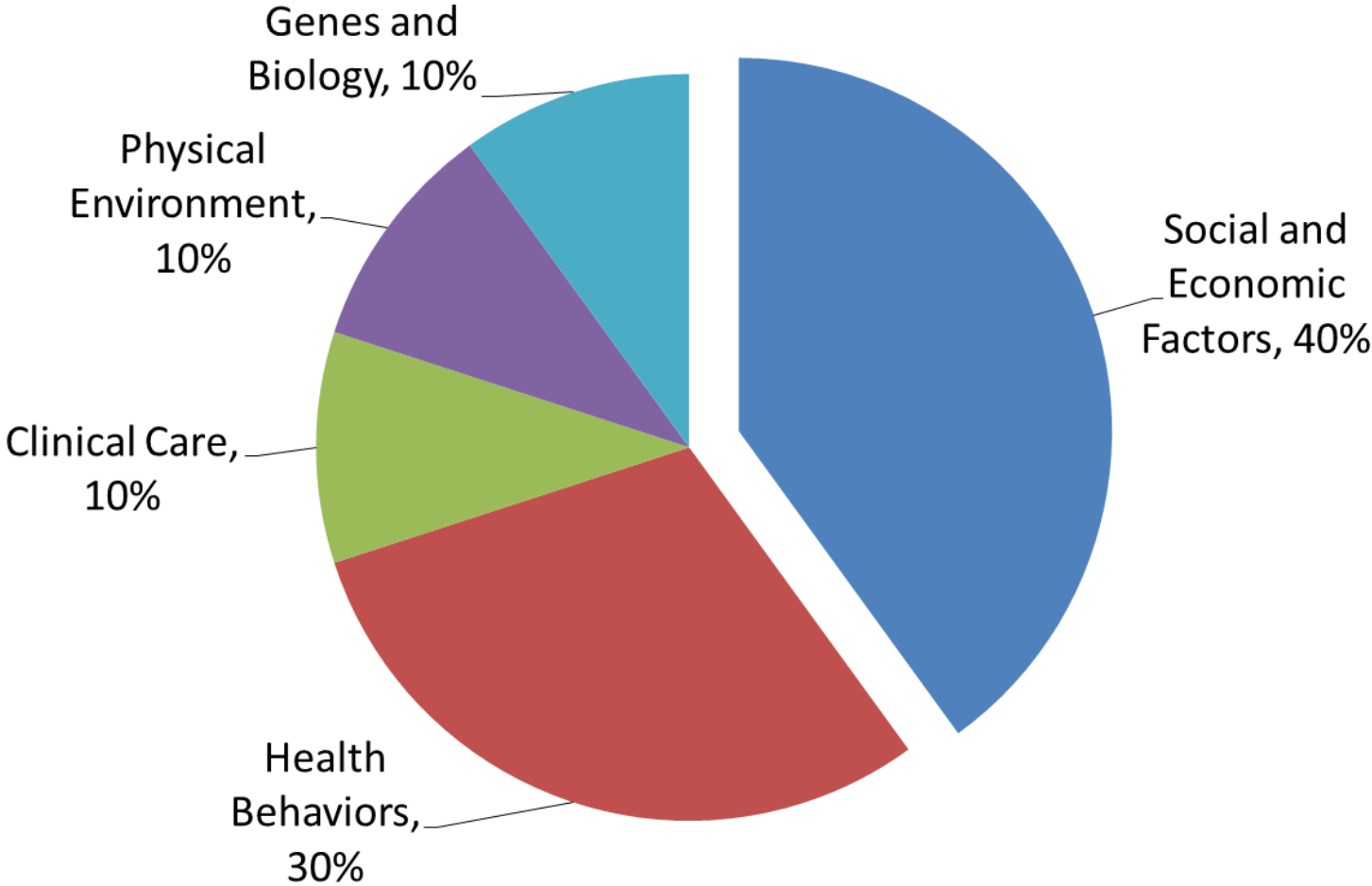
**Access to  
Treatment**

**Rates of  
disease,  
disability, and  
death**

# Social Determinants of Health (SDOH)

- Defined as **social, economic, and environmental** conditions that affect a person's life and health
- 5 domains include:
  - Economic Stability
  - Neighborhood and built environment
  - Social and community context
  - Education access and quality
  - Health care access and quality
- Health benefits can be realized when these issues are addressed

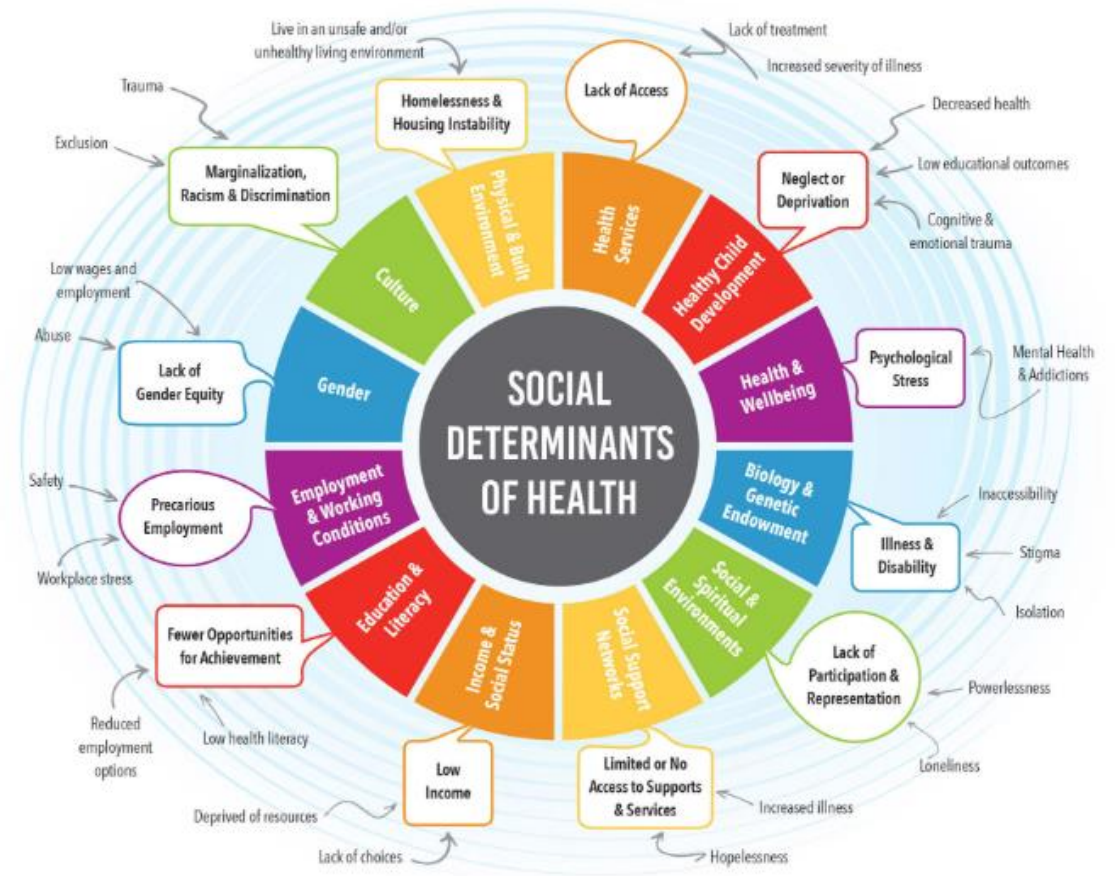
# What Influences Health?



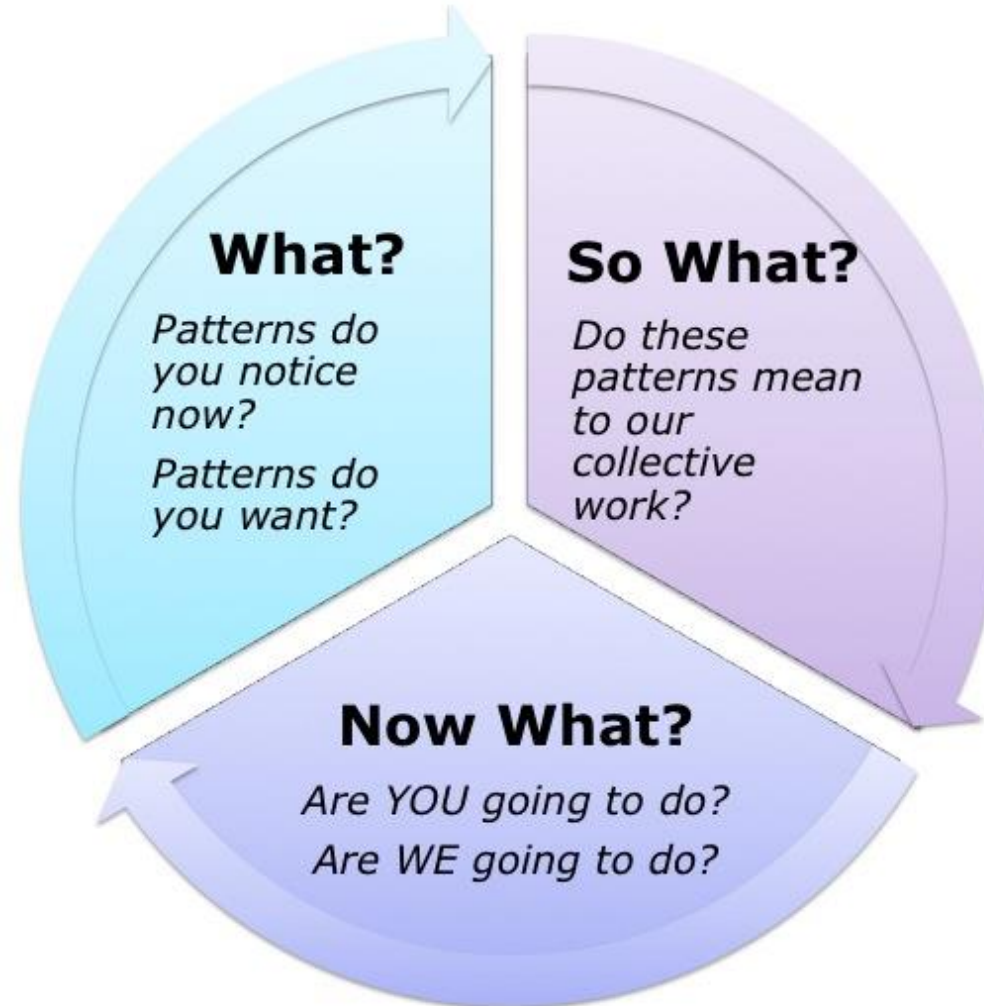
Tarlov AR. Public policy frameworks for improving population health. *Ann N Y Acad Sci* 1999; 896: 281-93.

# Several Factors Affect Health Outcomes

FIGURE 1: SOCIAL DETERMINANTS OF HEALTH AND WELL-BEING<sup>14</sup>



# Addressing Health Equity



# Which Statement is False?

- A. Where we live can affect health outcomes
- B. Relationships with friends and family can affect health outcomes
- C. Socioeconomic status can affect health outcomes
- D. Racial and ethnic minorities are not disproportionately affected by social determinants of health.
- E. Education access, level and quality can affect health outcomes
- F. Health care access, use and quality can affect health outcomes



# Which of the following conditions are considered urgent maternal warning signs?

1. Dizziness or fainting
2. Changes in your vision
3. Extreme swelling of your hands and face
4. All of the above

# Hear Her Campaign Center for Disease Control and Prevention (CDC)

- [Bing Videos](#)

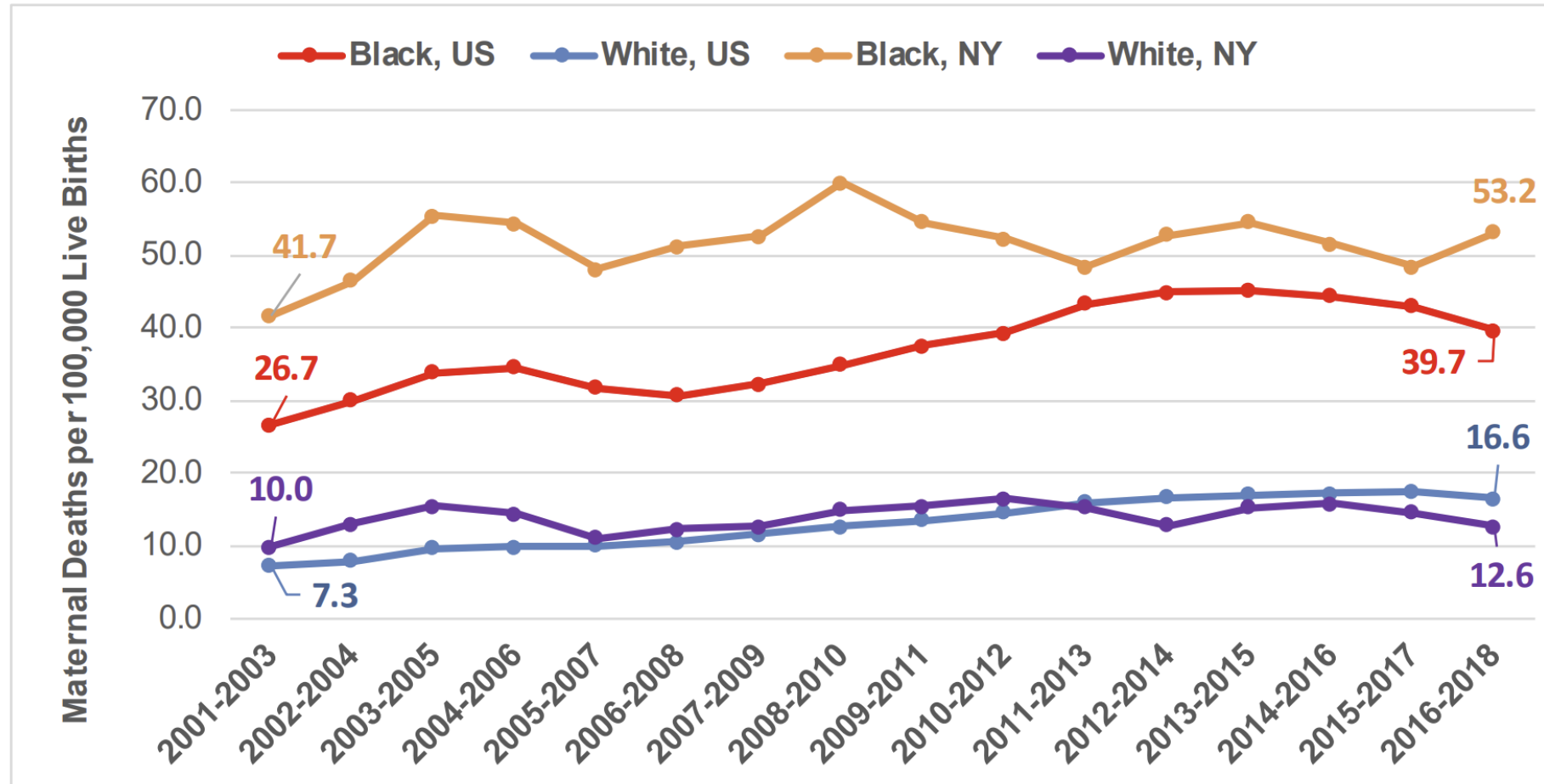


# Which of the following conditions are considered urgent maternal warning signs?

1. Dizziness or fainting
2. Changes in your vision
3. Extreme swelling of your hands and face
4. **All of the above**

# Trends in Maternal Mortality Rates in New York State Compared to the U.S.

New York State Three-Year Rolling Average Maternal Mortality Rate by Race, 2001-2018

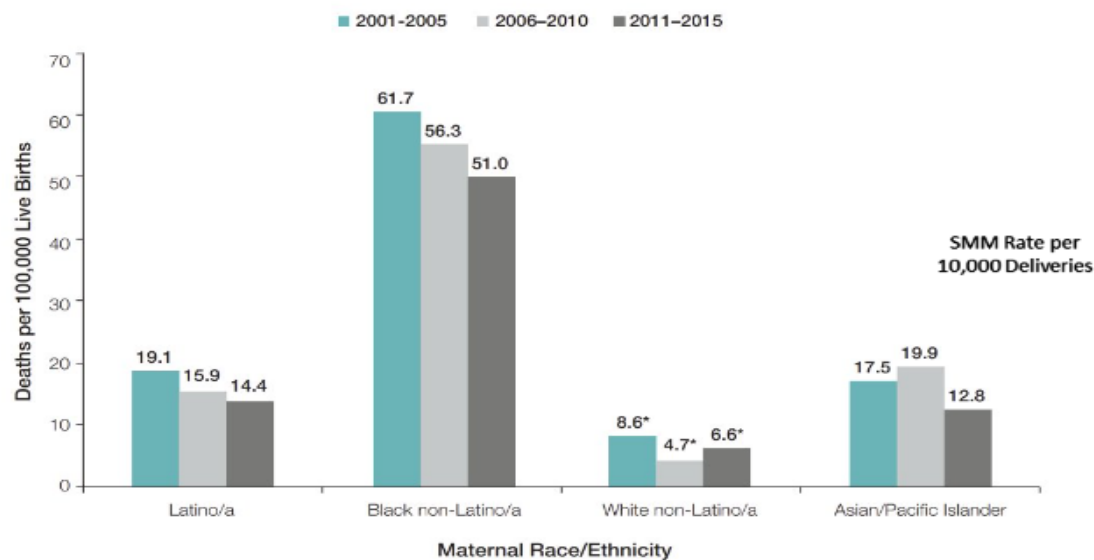


Source: NYS Vital Statistics, CDC Wonder Database

# Maternal Health Crisis New York City

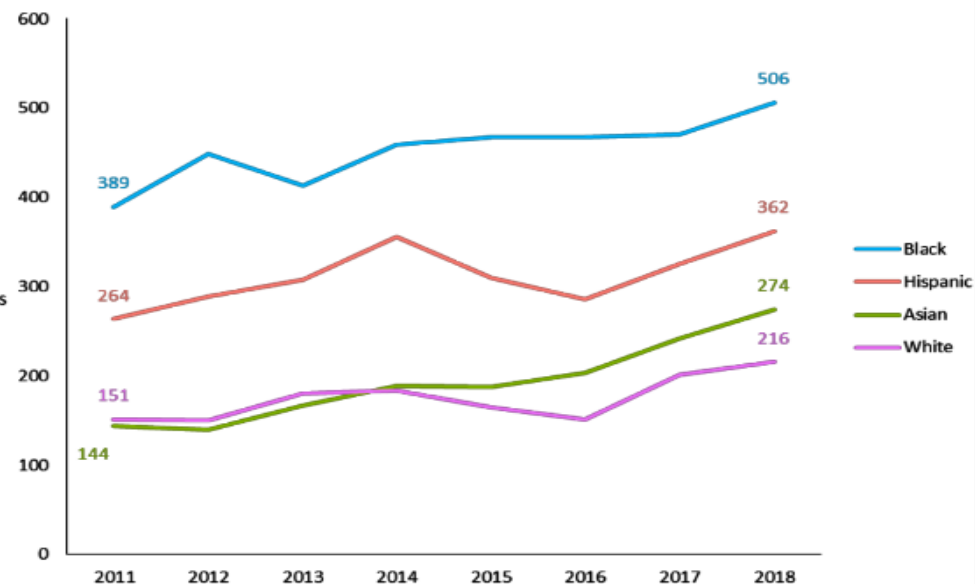
## Maternal Health Crisis in New York City

**Pregnancy-Related Mortality Ratios by Maternal Race/Ethnicity, New York City, 2001-2015**



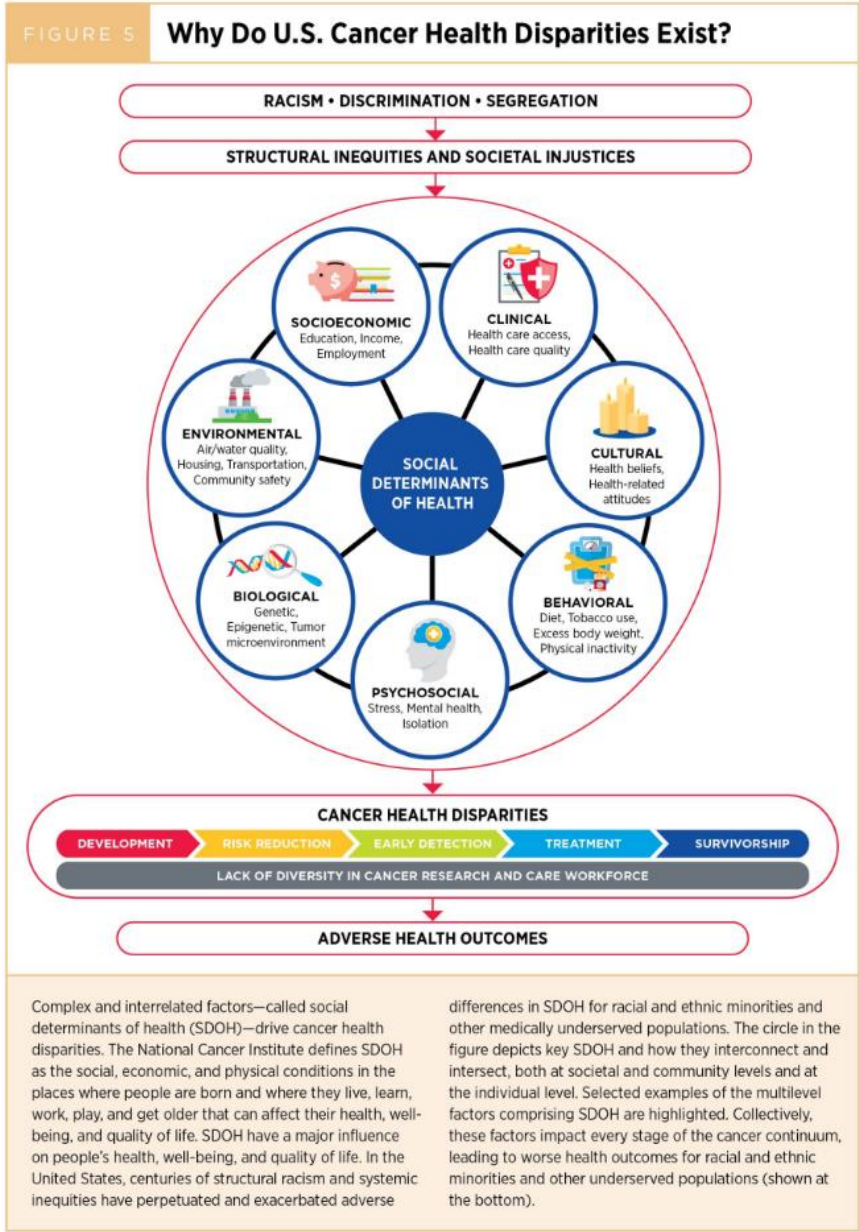
Source: New York State Report on pregnancy- associated deaths. (n.d.). [https://health.ny.gov/community/adults/women/docs/maternal\\_mortality\\_review\\_2018.pdf](https://health.ny.gov/community/adults/women/docs/maternal_mortality_review_2018.pdf)

**Severe Maternal Morbidity Rates by Race and Ethnicity in New York City: 2011-2018**



Source: New York Health Foundation analysis of 2011-2018 New York State Statewide Planning and Research Cooperative System (SPARCS) data.

# Cancer Health Disparities

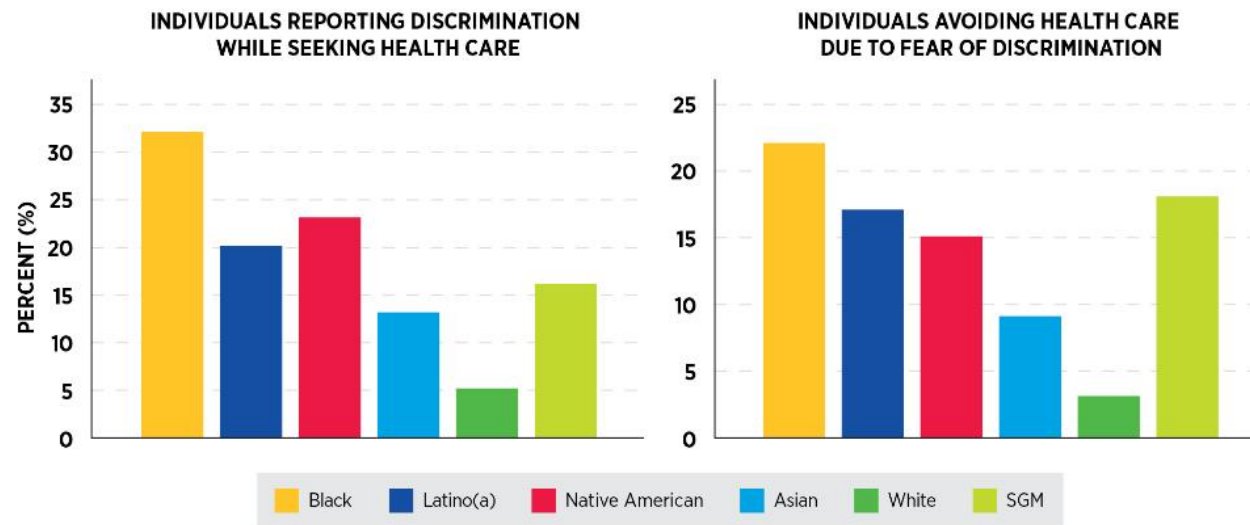




# Discrimination

FIGURE 11

## Discrimination Is a Major Barrier to Receiving Quality Health Care



According to a recent survey, racial and ethnic minorities and other underserved populations experience discrimination frequently when seeking medical care. In fact, 32 percent of Black, 23 percent of Native American, 20 percent of Hispanic, and 13 percent of Asian respondents experienced discrimination when going to a health care provider because of their race or ethnicity. Sixteen percent of sexual and gender minority (SGM) respondents reported discrimination based on their sexual orientation. Furthermore, 22 percent of Black, 17 percent of Hispanic, 15 percent of Native American, and 9 percent of Asian respondents reported that they have avoided

seeking medical care for themselves or a family member out of concern that they would be discriminated against because of their race, compared to only three percent of White respondents who report this behavior. Nearly one in five (18 percent) SGM individuals say they have avoided seeking medical care due to concern that they would be discriminated against because of their sexual orientation and/or gender identity. Although not shown in this figure, individuals who are overweight or obese and those with disabilities report experiencing discrimination at health care settings and delaying or avoiding medical care because of such experiences.





# Role of Pharmacy in Health Equity

We All Have a Role

# Pharmacy's Role

- In the United States, the provider shortage continues to grow
- Pharmacist present a unique opportunity to impact patient's lives
  - Pharmacists are frontline healthcare workers
    - Often describes as the most accessible of the healthcare workers
  - Almost **90% of the US population lives within 5 miles** of a community pharmacy
    - ~27,000 community pharmacies in the US vs ~6,000 hospitals

# Which Statement is False?

- A. Where we live can affect health outcomes
- B. Relationships with friends and family can affect health outcomes
- C. Socioeconomic status can affect health outcomes
- D. Racial and ethnic minorities are not disproportionately affected by social determinants of health.
- E. Education access, level and quality can affect health outcomes
- F. Health care access, use and quality can affect health outcomes

# The Patient Care Process



# Addressing the SDOH Economic Stability



## Opportunity

### Clinical Practice:

- Deprescribing
- Medication interchange
- Interprofessional collaboration
- Tele-pharmacy
- 90 day supplies

### Manufacturer:

- Manufacturer assistance programs
- Prescription coupons or discount cards



## Impact

### Clinical Practice:

- Optimize patient medication list and limit unnecessary and costly medications

### Manufacturer:

- Reducing costs or provide free therapeutics to patients, often requiring facilitation from a pharmacist

# Addressing the SDOH Neighborhood and Built Environment



## Opportunity

- Enhance workforce in medically underserved areas to increase patient access to health care
- Patient referral to food banks
- Invest and advocate in your local community



## Impact

**Provide patient's the infrastructure to live a healthy life**

# Addressing the SDOH Education Access and Quality



## Opportunity

- Motivational interviewing/teach back method
- Increase diversity within the health care professional workforce
- Provide written health information at appropriate literacy level
- Screen for patient health literacy
- Use of medical interpreters
- Use of patient-friendly labels



## Impact

- Provide education surrounding public health efforts to the Public!**
- Educate children, families, and other community members on safe medication use



# Addressing the SDOH – Health Care Access and Quality



## Opportunity

### Innovate Healthcare Delivery Model

- Chronic care management
- Interprofessional care model
- Transitions of care



## Impact

**Keeping patient's healthy, rather than waiting for them to get sick**

# Which Statement is False?

- A. Where we live can affect health outcomes
- B. Relationships with friends and family can affect health outcomes
- C. Socioeconomic status can affect health outcomes
- D. Racial and ethnic minorities are not disproportionately affected by social determinants of health.**
- E. Education access, level and quality can affect health outcomes
- F. Health care access, use and quality can affect health outcomes

# Margaret Mead

- Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it's the only thing that ever has.

# What Can You Do As a Pharmacy Technician?

---

# As a Pharmacy Technician

- **Medication reconciliation**
- **Collect patient histories**
- **Process insurance and billing**
- **Obtain prior authorization**
- **Help identify formulary medications and coverage**
- **Help eliminate financial barriers**
- **Professional Organizations**

---

# What Can You Do As A Student?

# As a Student

- In 2021–22, 13,323 first professional degrees in pharmacy were awarded
- PharmD students possess invaluable knowledge and clinical service skills
  - Medication knowledge
    - Appropriate dosing, drug and food interactions, and specific counseling points
  - Expanding clinical skills
    - Patient vaccination to blood pressure and cholesterol monitoring
  - Professionals Organizations

<https://www.aacp.org/article/academic-pharmacys-vital-statistics>



# Use Your Skills

---

Health fairs and  
community events

---

Pharmacy intern  
positions

---

Advocacy

*Community*  
**HEALTH  
FAIR**



# What Can You Do As a Practitioner?

# As a Practitioner

- Further expanded skillset and knowledge base
- Skills can be used in the community or acute care setting
  - Providing education to patients and providers alike
  - Identifying patient barriers to achieving their health goals
    - Cost
    - Travel distance
    - Health literacy
- Teaching future healthcare professionals
  - Boys and Girls Club
  - Shadowing experiences
  - Helping at your local college
  - Career Fairs in schools

# What Can You Do As A Leader?

# As a Leader

- Enable staff to practice at the top of their license
- Teaching (Lecture, preceptor, mentor)
- Professional Organizations Involvement (Ex)
  - American Society of Health-System Pharmacists
  - New York City Society of Health-System Pharmacists
  - New York State Council of Health-System Pharmacists
- Advocacy

# ASHP National Awareness Campaign

## VISION:

The public will be aware of, seek, and value hospital and health-system pharmacists as essential patient care providers.

- Campaign website
- Multi-media promotion
- Partner tool kits

[Your Story - ASHP](#)

LAUNCHING  
MAY 2024



# Great Leaders

Quote by Joyce Banda (4<sup>th</sup> President of Malawi)

“I learned that leadership is about falling in love with the people and the people falling in love with you. It is about serving the people with selflessness, with sacrifice, and with the need to put the common good ahead of personal interests.”



# MENTORING

**Each One Teach One**

# God Puts A Rainbow In The Clouds

When it looked like the sun  
wasn't going to shine anymore  
God put a rainbow in the Clouds

19th century African American lyricist (Blind Andy Jenkins) wrote a song that suggested that God puts a rainbow in your clouds



19th century African American lyricist (Blind Andy Jenkins) wrote a song that suggested that God puts a rainbow in your clouds

- [Dr. Maya Angelou: "Be a Rainbow in Someone Else's Cloud" | Oprah's Master Class | OWN - YouTube](#)

# Mentors can be...

---

## Mentors

Leaders

Listeners

Teachers

Friends

Counselors

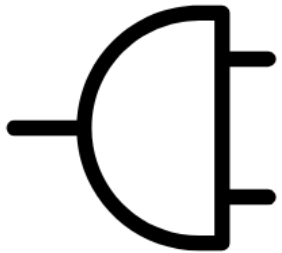
Preceptors

Coaches

Guides

---

# Igniting the Spark



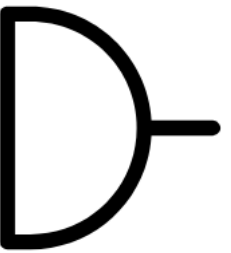
**Recognizing  
the spark in  
others**

**Working  
side by side  
to develop  
the spark**

**Share your  
knowledge**

**Teach**

**Weaving the  
tapestry of  
life**



<https://www.psychologytoday.com/us/blog/understand-other-people/201708/igniting-the-s>

# Nobody Does It Alone

“Nobody does it alone

Even a King is born a prince and has to learn to handle the throne

The way has to be shown by those who walked that road

Somebody may have helped you lighten your load

Somebody must have done it for them

So now that you're in position, don't ever forget

Each One Teach One, encourage their spark

That's the best way to open a mind and open a heart”

Rap Written by my son David Duane Powell

# Knowledge is Power

“We must empower people with knowledge.”

- Amy Grant, PharmD

Associate Dean, University of South Carolina College of Pharmacy

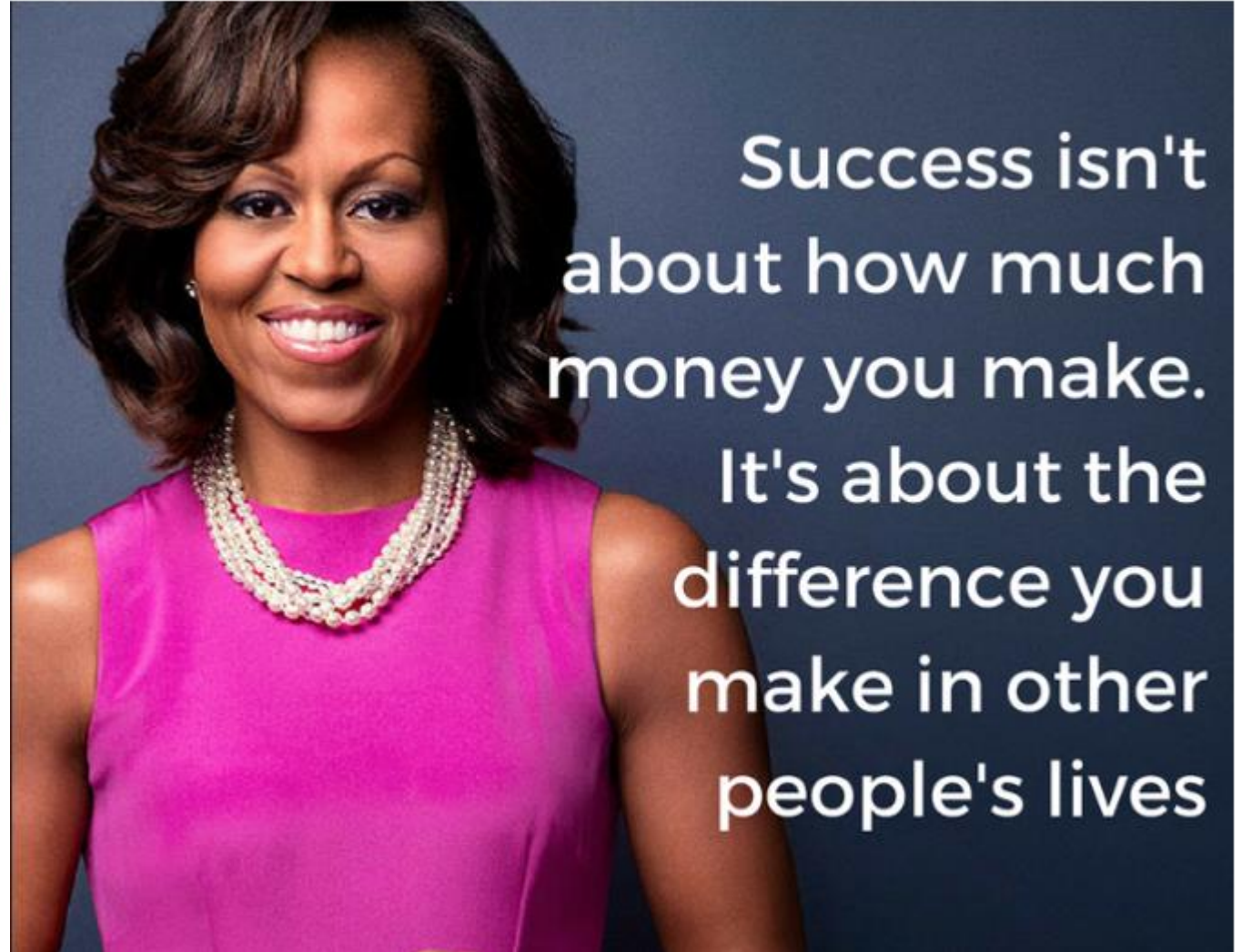




# A Quote That I Love by Maya Angelou

“I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel.”

# Success Former First Lady Michelle Obama



Success isn't  
about how much  
money you make.  
It's about the  
difference you  
make in other  
people's lives

# Count On Me Bruno Mars

- <https://www.youtube.com/watch?v=R533DDds3RY>

# Questions

