



Diversity Student Recruitment Guide

American Association of Colleges of Pharmacy

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Introduction

This Strategic Diversity Recruitment Guide of the American Association of Colleges of Pharmacy (AACP) highlights various programs and organizations that our member institutions can partner with to build relationships and pathways with underrepresented student populations to promote pharmacy education and careers. Identified programs and organizations serve underrepresented minority students in high school, college, and national organizations. Additional sections focus on programs and organizations that serve students with disabilities and LGBTQ communities.

Per the AACP Diversity Statement, the association has affirmed its commitment to foster an inclusive community and leverage diversity of thought, background, perspective, and experience to advance pharmacy education and improve health¹. Diversity in the pharmacy professional workforce can only be achieved through diversity in the classroom², therefore, building a diverse pharmacy workforce starts with the recruitment of more underrepresented applicants into pharmacy programs³.

Please contact pharm4me@aacp.org with questions about this guide.

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¹ AACP Diversity Statement

² AACP Report of the Ad Hoc Committee on Affirmative Action and Diversity

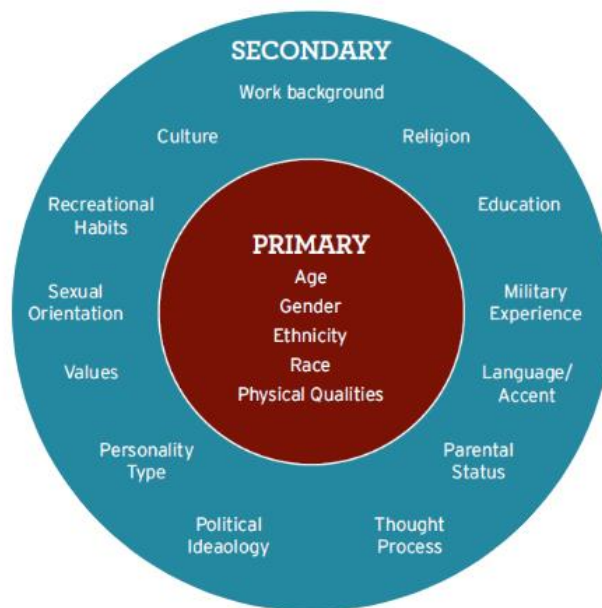
³ Trends in and Barriers to Enrollment of underrepresented Minority Students in a Pharmacy School

Dimensions of Diversity

The approach to diversity involves the appreciation and understanding that individuals are unique in their differences. It is imperative that we move beyond simple tolerance to embracing and celebrating the rich dimensions of diversity contained within each individual. To truly be inclusive and welcoming to all, it is critical to understand the many factors that makeup and influence a person's individuality.

There are primary and secondary characteristics of diversity. **Primary diversity dimensions** are things that individuals typically cannot alter: age, race, gender, ethnicity, and physical abilities/qualities. **Secondary dimensions**, including language, income, marital status, parental status, hobbies, interests, geography, values, religion, and military experience. Although these are characteristics that individuals can change, they are still critically important to determining our identity. If we hold too narrow a view of what constitutes diversity, we will miss opportunities to effectively engage and connect with prospective students from various communities.

There are several benefits to diversity that enriches the educational experience for pharmacy students. The American Council on Education states, "We learn from those whose experiences, beliefs, and perspectives are different from our own, and these lessons can be taught best in a richly diverse intellectual and social environment. Diversity promotes personal growth-and a healthy society. Diversity challenges stereotyped preconceptions; it encourages critical thinking; and it helps students learn to communicate effectively with people of varied backgrounds. It strengthens communities and the workplace. Education within a diverse setting prepares students to become good citizens in an increasingly complex, pluralistic society; it fosters mutual respect and teamwork; and it helps build communities whose members are judged by the quality of their character and their contributions"⁴.



⁴ American Council on Education, On the Importance of Diversity in Higher Education

Race and Ethnicity Applicant Data

The United States is rapidly becoming a more racially and ethnically diverse nation. However, the representation of underrepresented minority students in colleges and schools of pharmacy is considerably lower than their representation in the general population. Aggregate applicant and application data for the 2018-2019 PharmCAS Applicant Data Report reflect the number of applicants by race and ethnicity.

Figure 19: PharmCAS Applicants by Race/Ethnicity and Sex

RACE/ETHNICITY	2018-2019 Applicants in PharmCAS							
	MALE		FEMALE		UNKNOWN		TOTAL	
	#	%	#	%	#	%	#	%
American Indian	8	0.15%	23	0.23%	0	0.00%	31	0.20%
Hispanic/Latino	684	12.64%	1,055	10.65%	4	18.18%	1,743	11.37%
Asian	1,345	24.86%	2,500	25.25%	2	9.09%	3,847	25.09%
African-American/Black	672	12.42%	1,266	12.79%	0	0.00%	1,938	12.64%
Native Hawaiian	7	0.13%	16	0.16%	0	0.00%	23	0.15%
White	2,413	44.59%	4,582	46.27%	8	36.36%	7,003	45.67%
Other	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Multiple	153	2.83%	281	2.84%	0	0.00%	434	2.83%
Did Not Report	129	2.38%	179	1.81%	8	36.36%	316	2.06%
TOTAL	5,411	100%	9,902	100%	22	100%	15,335	100%

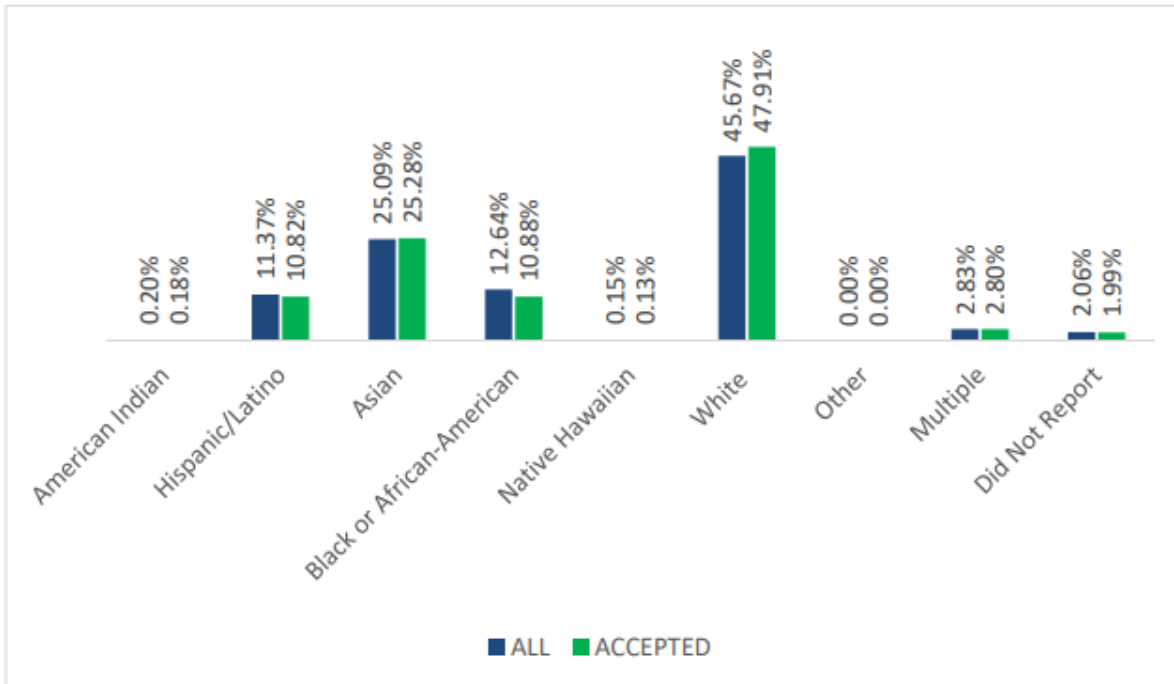
**Race/ethnicity categories in table are mutually exclusive. Each applicant is represented in only one category.*

Figure 20: Accepted PharmCAS Applicants by Race/Ethnicity and Sex

RACE/ETHNICITY	2018-2019 Accepted Applicants in PharmCAS							
	MALE		FEMALE		UNKNOWN		TOTAL	
	#	%	#	%	#	%	#	%
American Indian	8	0.18%	15	0.18%	0	0.00%	23	0.18%
Hispanic/Latino	543	12.14%	831	10.11%	1	5.88%	1375	10.82%
Asian	1112	24.86%	2099	25.54%	2	11.76%	3213	25.28%
Black or African-American	492	11.00%	890	10.83%	0	0.00%	1382	10.88%
Native Hawaiian	6	0.13%	11	0.13%	0	0.00%	17	0.13%
White	2083	46.57%	3999	48.66%	7	41.18%	6089	47.91%
Other	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Multiple	130	2.91%	226	2.75%	0	0.00%	356	2.80%
Did Not Report	99	2.21%	147	1.79%	7	41.18%	253	1.99%
TOTAL	4,473	100%	8,218	100%	17	100%	12,708	100%

**Race/ethnicity categories in table are mutually exclusive. Each applicant is represented in only one race category..*

Figure 21: PharmCAS Applicants by Race/Ethnicity and Acceptance Status



** Percentages were calculated based on the total number of applicants in each pool (all and accepted). Race/ethnicity categories in table are mutually exclusive.*

High School Partnership Programs & Organizations

Building partnerships with organization that serve high school students is an excellent way to introduce pharmacy education and careers to students early. Organizations that specifically work with underrepresented student populations are even more influential in aiding students in career exploration because often times this is the first-time students may have considered, or been exposed to, a career in that area. These organizations work with students on a consistent basis, so the ability to build trust and demonstrate commitment with an organization that will continue to advocate for the pharmacy profession in your absence will have a profound and lasting effect on the students they serve.

<p>Boys and Girls Club of America</p>	<p>Boys & Girls Clubs provide a safe, affordable place for kids and teens during critical out of school time. BGCA serves nearly 4 million young people in 4,300 Clubs throughout the country. BGCA has programs which focus on college and career readiness. Each year the BGCA host a Keystone Conference for student leaders which includes a college and career fair.</p> <p>https://www.bgca.org/</p>
<p>College Bound</p>	<p>College Bound helps over 200 students from around 50 schools in the Washington, D.C. area. 100% of our students graduate high school and are accepted into colleges. In addition to academic mentoring College Bound provides scholarships, virtual mentoring during college, career explorations, SAT prep, and much more.</p> <p>https://www.collegebound.org/</p>
<p>College Summit</p>	<p>College Summit works with students, high schools, colleges, and community and employers in order to increase college enrollment and retention. The project offers a 4-day workshop for students, cost-effective college guidance solutions for high schools, access for colleges to a pool of diverse, low-income students who would otherwise slip below their radar screens, and communities and employers get help in building a more diverse workforce and breaking the intergenerational cycle of poverty by sending more of their youth to college.</p> <p>www.collegesummit.org</p>
<p>Edu-Futuro</p>	<p>Edu-Futuro is a 501(c)(3) nonprofit organization based in Arlington and Fairfax Counties founded in 1998. Edu-Futuro’s vision: Realizing the potential of immigrant youth and their families. Edu-Futuro’s mission: To empower immigrant and underserved youth and families through mentorship, education, leadership development and parent engagement.</p>

	<p>The Emerging Leaders Program (ELP) is a free 12 session workshop series offered to youth in grades 9-12 three times per year. Each ELP series includes workshops that focus on developing professional skills and building confidence to become a leader. Activities include: College visit, resume writing, speech writing and speech competition, and scholarship competition.</p> <p>https://edu-futuro.org/</p>
<p>Educational Talent Search</p>	<p>There are more than 475 (TS) programs serving over 389,000 students across the US. The Talent Search program identifies and assists middle and high school students from disadvantaged backgrounds who have the potential to succeed in higher education. The program provides academic, career, and financial counseling to its participants and encourages them to graduate from high school and continue to complete their postsecondary education.</p> <p>https://www2.ed.gov/programs/triotalent/index.html</p>
<p>Gaining Early Awareness and Readiness for Undergraduate Programs (GEAR UP)</p>	<p>GEAR UP serves approximately 707,970 students enrolled in over 3,842 secondary schools across 44 states. This discretionary grant program is designed to increase the number of low-income students who are prepared to enter and succeed in postsecondary education. GEAR UP provides six-year grants to states and partnerships to provide services at high-poverty middle and high schools. GEAR UP grantees serve an entire cohort of students beginning no later than the seventh grade and follow the cohort through high school. GEAR UP funds are also used to provide college scholarships to low-income students.</p> <p>https://www2.ed.gov/programs/gearup/index.html</p>
<p>Great Minds in STEM</p>	<p>GMiS offers a series of targeted K-12 educational programs that promote college readiness, awareness, and access to Science, Technology, Engineering, and Math (STEM) among traditionally underrepresented groups.</p> <p>http://www.greatmindsinstem.org/k-12/k-12-home</p>
<p>Math & Science for Minority Students (MS)2</p>	<p>Phillips Academy in Andover, MA hosts the longest-running educational outreach program, (MS)2 which advances diversity in the STEM fields by developing the competencies and self-confidence of outstanding high school students of color. The three-summer, residential program challenges students intellectually and exposes them to peers and educators with diverse backgrounds, life experiences, and aspirations.</p> <p>https://www.andover.edu/about/outreach/ms2</p>

National Society of High School Scholars	<p>Since 2002, NSHSS has supported over 1.5 million young scholars on their academic journey to college and beyond. Their missions is to recognize academic excellence and honor the highest achieving high school students, providing them with the resources and network to excel in college, career and community.</p> <p>https://www.nshss.org/events/college-and-career-fairs/</p>
Peer Forward	<p>The PeerForward guides more than 350,000 students across the nation to high education. PeerForward trains, deploys, and coaches a team of Peer Leaders who are charged with boosting college preparation and enrollment across their entire school. They mobilize friends and classmates to realize their true college and career potential. Three key actions drive the program; applying to three or more colleges, early filing for financial aid, and connecting academics to college and career exploration.</p> <p>https://www.peerforward.org/</p>
Posse Foundation	<p>The Posse program recruits from 10 cities across the US: Atlanta, the Bay Area, Boston, Chicago, DC, Houston, Los Angeles, Miami, New Orleans, and New York, with over 9,200 scholars and alumni. This program identifies, recruits, and trains student leaders from high schools to form multicultural teams called "Posses", a support system of other students. These teams are then prepared, through an intensive eight-month Pre-Collegiate Training Program, for enrollment at top-tier universities nationwide to pursue their academics, help promote cross-cultural communication and become leaders on college campuses. Each Posse Scholar is awarded a full-tuition scholarship.</p> <p>https://www.possefoundation.org/</p>
Upward Bound Program	<p>Upward Bound is federally funded by the US Department of education which serves annually over 60,000 first generation high school students from low-income families. The goal of Upward Bound is to increase the rate at which participants complete secondary education and enroll in and graduate from institutions of postsecondary education.</p> <p>https://www2.ed.gov/programs/trioupbound/index.html</p>
Upward Bound Math and Science	<p>The Upward Bound Math and Science program is designed to strengthen the math and science skills of participating students. The goal of the program is to help students recognize and develop their potential to excel in math and science and to encourage them to pursue postsecondary degrees in math and science, and ultimately careers in the math and science profession.</p> <p>https://www2.ed.gov/programs/triomathsci/index.html</p>

<p>Year Up</p>	<p>Year Up’s mission is to close the Opportunity Divide by ensuring that young adults gain the skills, experiences, and support that will empower them to reach their potential through careers and higher education. We achieve this mission through a high support, high expectation model that combines marketable job skills, stipends, internships, and college credits. Our holistic approach focuses on students’ professional and personal development to place these young adults on a viable path to economic self-sufficiency.</p> <p>https://www.yearup.org/</p>
<p>YMCA Achievers Program</p>	<p>The Achievers program is an academic achievement/career development initiative purposed to help youth set and pursue high educational and career goals, resulting in graduation and acceptance to an institution of higher learning.</p> <p>http://ymcaokc.org/children-youth/teen-initiative/y-achievers</p>

College Partnership Programs & Organizations

Building partnerships with organization that serve diverse college students is an excellent way to develop direct pipelines into pharmacy school programs. Developing opportunities for URM students to become familiar with your institution, building relationships, creating open lines of communication among faculty and staff, and offering incentives to apply may set your institution apart from others. Once an initial cohort of URM students from the partnership pipeline enters your institution, their personal testimonies become the most powerful mechanism for the school to continue promoting the pharmacy profession to others in the pipeline.

Ways to build pipelines with college programs and organizations:

1. Summer Bridge Programs
2. Articulation Agreements
3. Targeted recruitment efforts
4. Sponsored events

<p>Atlanta University Center Consortium (AUCC)</p>	<p>Atlanta University Center Consortium (AUCC) is committed to providing the student body of the member institutions (Clark Atlanta University, Morehouse College, and Spelman College) with access to resources to facilitate experiential learning such as internships, co-operative, research opportunities, as well as access to permanent career opportunities. The AUCC coordinates on-campus recruiting which includes, but, is not limited to career planning events for those outside entities who are interested in recruiting from more than one of our member institutions.</p> <p>https://aucenter.edu/academic-career-services/cpps/oacs-events/</p>
<p>Black, Brown, and College Bound</p>	<p>Hillsborough Community College in Tampa, FL met the goal of reflecting the county's population distribution in its student enrollment; however, the institution still faced the challenge of, as most institutions, a lack of student success in the areas of persistence, retention and graduation for all students and African American and Latino males.</p> <p>https://hccfoundation.com/donate/events/bbcbsummit/</p>
<p>Black Greek Letter Organizations</p>	<p>There are nine historically Black Greek letter organizations that make up the National Pan-Hellenic Council. Collectively, these organizations are referred to as "The Divine Nine." Each of these fraternities and sororities have a rich in history of academic excellence, community involvement, and leadership. Each organization typically conducts general</p>

	<p>body meeting once a month and hold annual national conferences; both of which present opportunities for outreach to prospective students and forge partnership opportunities.</p> <ul style="list-style-type: none"> • Alpha Phi Alpha Fraternity, Founded 1906, Cornell University • Alpha Kappa Alpha Sorority, Founded 1908, Howard University • Kappa Alpha Psi Fraternity, Founded 1911, Indiana University • Omega Psi Phi Fraternity, Founded 1911, Howard University • Delta Sigma Theta Sorority, Founded 1913, Howard University • Phi Beta Sigma Fraternity, Founded 1914, Howard University • Zeta Phi Beta Sorority, Founded 1920, Howard University • Sigma Gamma Rho Sorority, Founded 1922, Butler University • Iota Phi Theta Fraternity, Founded 1963, Morgan State University
<p>Historically Black Colleges and Universities (HBCU)</p>	<p>The Higher Education Act of 1965, as amended, defines an HBCU as: “...any historically black college or university that was established prior to 1964, whose principal mission was, and is, the education of black Americans, and that is accredited by a nationally recognized accrediting agency or association determined by the Secretary [of Education] to be a reliable authority as to the quality of training offered or is, according to such an agency or association, making reasonable progress toward accreditation.” HBCUs offer all students, regardless of race, an opportunity to develop their skills and talents. These institutions train young people who go on to serve domestically and internationally in the professions as entrepreneurs and in the public and private sectors.</p> <p>https://sites.ed.gov/whhbcu/one-hundred-and-five-historically-black-colleges-and-universities/</p>
<p>National GEM Consortium</p>	<p>GEM is a unique and powerful connection to a national network of universities and employers (corporations and national laboratories). GEM connects highly qualified students from underrepresented groups to STEM graduate programs with much-needed financial support that is often the deciding factor in pursuing graduate education. GEM University Membership allows active recruiting from the GEM student database, giving partners the benefit of national reach.</p> <p>http://www.gemfellowship.org/universities/how-gem-can-help/</p>

Latino Greek Letter Organizations

The [National Association of Latino Fraternal Organizations](#) is an umbrella council for 16 Latino Greek letter organizations established in 1998. The purpose of NALFO is to promote and foster positive interfraternal relations, communication, and development of all Latino fraternal organizations through mutual respect, leadership, honesty, professionalism and education.

- [Alpha Pi Sigma Sorority](#), Founded March 10, 1990, San Diego State University
- [Alpha Psi Lambda Co-ed Fraternity](#), Founded February 11, 1985, The Ohio State University
- [Chi Upsilon Sigma Sorority](#), Founded April 29, 1980, Rutgers University
- [Gamma Phi Omega Sorority](#), Founded April 17, 1991, Indiana University
- [Gamma Zeta Alpha Fraternity](#), Founded December 3, 1987, Chico State
- [Kappa Delta Chi Sorority](#), Founded April 6, 1987, Texas Tech University
- [Lambda Alpha Upsilon Fraternity](#), Founded December 10, 1985, SUNY Buffalo
- [Lambda Pi Chi Sorority](#), Founded April 16, 1988, Cornell University
- [Lambda Pi Upsilon Sorority](#), Founded November 6, 1992, SUNY Geneseo
- [Lambda Sigma Upsilon Fraternity](#), Founded 1979, Rutgers University
- [Lambda Theta Nu Sorority](#), Founded 1986, Chico State
- [Lambda Upsilon Lambda Fraternity](#), Founded 1982, Cornell University
- [Omega Phi Beta Sorority](#), Founded 1989, SUNY Albany
- [Phi Iota Alpha Fraternity](#), Founded 1931, Rensselaer Polytechnic Institute
- [Sigma Iota Alpha Sorority](#), Founded 1990, SUNY Albany, SUNY Stony Brook, SUNY New Paltz, and Rensselaer Polytechnic Institute
- [Sigma Lambda Upsilon Sorority](#), Founded 1987, SUNY Binghamton

Minority Association of Pre-Medical Students (MAPS)

Minority Association of Pre-Medical Students, or MAPS, represents the undergraduate and post-baccalaureate students of The Student National Medical Association (SNMA). Founded on the campus of Northwestern University to increase the pipeline of minorities into all health professions, inclusive of medicine, nursing, public health, health care administration and entrepreneurship, there are currently over 250 active chapters throughout the nation.

<https://snma.org/page/maps>

McNair Scholars Program

The McNair Scholars Program is a federal TRIO program funded at 151 institutions across the United States and Puerto Rico by the U.S. Department of Education. It is designed to prepare undergraduate students for doctoral studies through involvement in research and

	<p>other scholarly activities. McNair participants are either first-generation college students with financial need, or members of a group that is traditionally underrepresented in graduate education and have demonstrated strong academic potential. The goal of the McNair Scholars Program is to increase graduate degree awards for students from underrepresented segments of society.</p> <p>https://mcnairscholars.com/about/</p>
<p>The National Name Exchange</p>	<p>Through a grant The National Name Exchange is a consortium of thirty nationally known universities which annually collect and exchange the names of their talented but underrepresented ethnic minority students who are in their sophomore, junior or senior year of their undergraduate education. The purpose of the Exchange is to ensure that participating universities continue to identify a pool of qualified students who could be recruited to the graduate programs at these institutions.</p> <p>http://www.grad.washington.edu/nameexch/national/</p>
<p>Student Support Services Program (SSS)</p>	<p>Through a grant competition, funds are awarded to institutions of higher education to provide opportunities for academic development, assist students with basic college requirements, and to motivate students toward the successful completion of their postsecondary education. Student Support Services (SSS) projects also may provide grant aid to current SSS participants who are receiving Federal Pell Grants (# 84.063). The goal of SSS is to increase the college retention and graduation rates of its participants.</p> <p>https://www2.ed.gov/programs/triostudsupp/index.html</p>
<p>Student Support Services STEM (SSS STEM)</p>	<p>Student Support Services-STEM (SSS-STEM) program is one of the eight federally funded TRIO programs designed to improve retention, graduation, financial literacy, and overall academic success rates for students majoring in Science, Technology, Engineering, or Math fields. SSS-STEM helps meet these goals by providing academic and engagement activities for qualified students throughout their enrollment at various college institution throughout the US. SSS-STEM is fully funded by the U.S. Department of Education.</p> <p>https://www2.ed.gov/programs/triostudsupp/index.html</p>

**Summer Health
Professions Education
Program (SHPEP)**

The Summer Health Professions Education Program (SHPEP) is a free summer enrichment program focused on improving access to information and resources for college students interested in the health professions. SHPEP's goal is to strengthen the academic proficiency and career development of students underrepresented in the health professions and prepare them for a successful application and. There are currently five program sites that focus on pharmacy: Howard University, Rutgers, The State University of New Jersey; University of Florida; University of Iowa; University of Louisville.

<http://www.shpep.org/>

National Partnership Programs & Organizations

Building partnerships with national organization is an excellent way gain access to a significant number of students nationwide. These national organizations typically host annual conferences that draw a large number of students at once.

Annual Biomedical Research Conference for Minority Students (ABRCMS)	<p>ABRCMS one of the largest communities of underrepresented minorities in science, technology, engineering and mathematics. Over 2,500 students from over 350 colleges and universities Students attend this conference to present their research, enhance professional development skills, explore graduate schools, and network.</p> <p>https://www.abrcms.org/</p>
Advancing Chicanos/Hispanics and Native Americans in Science (SACNAS)	<p>SACNAS is an inclusive organization dedicated to fostering the success of Chicanos/Hispanics and Native Americans, from college students to professionals, in attaining advanced degrees, careers, and positions of leadership in STEM. Our programs and events train and support the next generation of diverse STEM talent. SACNAS provides students and professionals the opportunities and resources they need to advance in their education and careers through: chapters, conferences, leadership programs, native American programs, regional meetings, and policy and advocacy initiatives.</p> <p>https://www.sacnas.org/</p>
American Community College Association	<p>The American Association of Community Colleges (AACC) is the primary advocacy organization for the nation's community colleges. The association represents nearly 1,200 2-year, associate degree-granting institutions and more than 12 million students.</p> <p>https://www.aacc.nche.edu/</p>
American Indian Science and Engineering Society (AISES)	<p>Founded in 1977, with a rapidly expanding membership of more than 4,600 individual members, the American Indian Science and Engineering Society (AISES) sustains 189 chartered college and university chapters, 15 professional chapters, and 158 affiliated K-12 schools supporting American Indian students in the critically needed disciplines of Science, Technology, Engineering and Math (STEM).</p>

	<p>AISES has awarded over \$11 million in academic scholarships to American Indian STEM students. Through scholarships and internships, workforce development and career resources, national and regional conferences, science fairs, leadership development and other STEM focused programming.</p> <p>https://www.aises.org/</p>
<p>Hispanic Association of Colleges and Universities (HACU)</p>	<p>The Hispanic Association of Colleges and Universities (HACU) was established in 1986. Today, HACU represents more than 470 colleges and universities committed to Hispanic higher education success in the U.S., Puerto Rico, Latin America, and Spain. Although our member institutions in the U.S. represent only 13% of all higher education institutions nationwide, together they are home to two-thirds of all Hispanic college students. HACU is the only national educational association that represents Hispanic-Serving Institutions.</p> <p>https://www.hacu.net/hacu/default.asp</p>
<p>National Association of Medical Minority Educators (NAMME)</p>	<p>The National Association of Medical Minority Educators, Inc. (NAMME) was established in 1975 by a group of educators concerned about the shortage of minority health care providers. It was paramount that an organization be established to address important issues impacting minority students. NAMME is dedicated to developing and sustaining productive relationships as well as action-oriented programs among national, state, and community stakeholders working to ensure racial and ethnic diversity in all of the health professions.</p> <p>http://nammenational.org/</p>

Partnership Programs & Organizations to Recruit Students with Disability

In 2012, the National Center for Education Statistics reported that 11.1% of students enrolled in undergraduate higher education in the US had a disability. A disability can take on many forms, including ADHD, autism spectrum disorder, reading disorders, anxiety, blindness, medical-related impairments, and more. An increasing amount of institutions around the US are creating an office of accessibility in order to provide quality resources and 360-support for students with disabilities.

Association of Higher Education and Disability (AHEAD)	<p>SACNAS is an inclusive organization dedicated to fostering the success of Chicanos/Hispanics and Native Americans, from college students to professionals, in attaining advanced degrees, careers, and positions of leadership in STEM. Our programs and events train and support the next generation of diverse STEM talent. SACNAS provides students and professionals the opportunities and resources they need to advance in their education and careers through: chapters, conferences, leadership programs, native American programs, regional meetings, and policy and advocacy initiatives.</p> <p>https://www.sacnas.org/</p>
Coalition for Disability Access in Health Science and Medical Education	<p>The Coalition is a collaboration among peer institutions that aims to improve the student experience with disability accommodations in graduate health science and medical education programs.</p> <p>https://www.hsmcoalition.org/</p>
Disability Student Services in Higher Education	<p>The Hispanic Association of Colleges and Universities (HACU) was established in 1986. Today, HACU represents more than 470 colleges and universities committed to Hispanic higher education success in the U.S., Puerto Rico, Latin America, and Spain. Although our member institutions in the U.S. represent only 13% of all higher education institutions nationwide, together they are home to two-thirds of all Hispanic college students. HACU is the only national educational association that represents Hispanic-Serving Institutions.</p> <p>https://www.hacu.net/hacu/default.asp</p>

**The Society of
Pharmacists with
Disabilities**

The Society of Pharmacists with Disabilities is a group within the Society of Healthcare Professionals with Disabilities. The mission of the Society is to foster an online supportive community and to freely provide disability-related resources and tools that are relevant for healthcare professionals, students, family members, and friends.

<https://www.pharmacistswithdisabilities.org/>

Partnership Programs & Organizations to recruit LGBTQ Students

Lesbian, gay, bisexual, transgender, and queer (LGBTQ) students are more visible than ever on U.S. college campuses. Yet they remain both sexual-orientation and gender-identity minorities. Recent studies indicate that 3.5% of adults in the U.S. identify as LGBT. Aspiring college students who identify as lesbian, gay, bisexual or transgender (LGBT) face a unique set of challenges when looking at schools.

<p>Campus Pride</p>	<p>Campus Pride is a national nonprofit organization for student leaders and campus groups working to create safer, more LGBTQ-friendly learning environments at colleges and universities. Campus Pride provide a free online index for prospective students/ families to search a database of LGBTQ friendly campuses, as well as hosting regional college fairs.</p> <p>http://www.campusprideindex.org/</p>
<p>GLMA</p>	<p>GLMA is a national organization committed to ensuring health equity for lesbian, gay, bisexual, transgender, queer (LGBTQ) and all sexual and gender minority (SGM) individuals, and equality for LGBTQ/SGM health professionals in their work and learning environments. To achieve this mission, GLMA utilizes the scientific expertise of its diverse multidisciplinary membership to inform and drive advocacy, education, and research.</p> <p>http://glma.org/</p>
<p>National LGBT Chamber of Commerce</p>	<p>The NGLCC is the business voice of the LGBT community, the largest advocacy organization dedicated to expanding economic opportunities and advancements for LGBT people, and the exclusive certifying body for LGBT-owned businesses.</p> <p>https://www.nglcc.org/</p>
<p>National LGBT Task Force</p>	<p>The National LGBTQ Task Force advances full freedom, justice and equality for LGBTQ people. We are building a future where everyone can be free to be their entire selves in every aspect of their lives. Today, despite all the progress we've made to end discrimination, millions of LGBTQ people face barriers in every aspect of their lives: in housing, employment, healthcare, retirement, and basic human rights. These barriers must go. That's</p>

	<p>why the Task Force is training and mobilizing millions of activists across our nation to deliver a world where you can be you.</p> <p>https://www.thetaskforce.org/</p>
<p>The Consortium of Higher Education LGBT Resource Professionals</p>	<p>The Consortium of Higher Education LGBT Resource Professionals is a member-based organization working towards the liberation of LGBTQ people in higher education. We support individuals who work on campuses to educate and support people of diverse sexual orientations and gender identities, as well as advocate for more inclusive policies and practices through an intersectional and racial justice framework</p> <p>https://www.lgbtcampus.org/</p>

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