

### BACKGROUND

- There is limited diversity in the pharmacy profession
- Implicit bias can play a role in the underrepresentation of minority students in colleges of pharmacy
- Implicit biases are derived from social stereotypes about certain groups of people that individuals form outside their own conscious awareness usually in a way that is considered inequitable
- This can have a negative impact on interviews

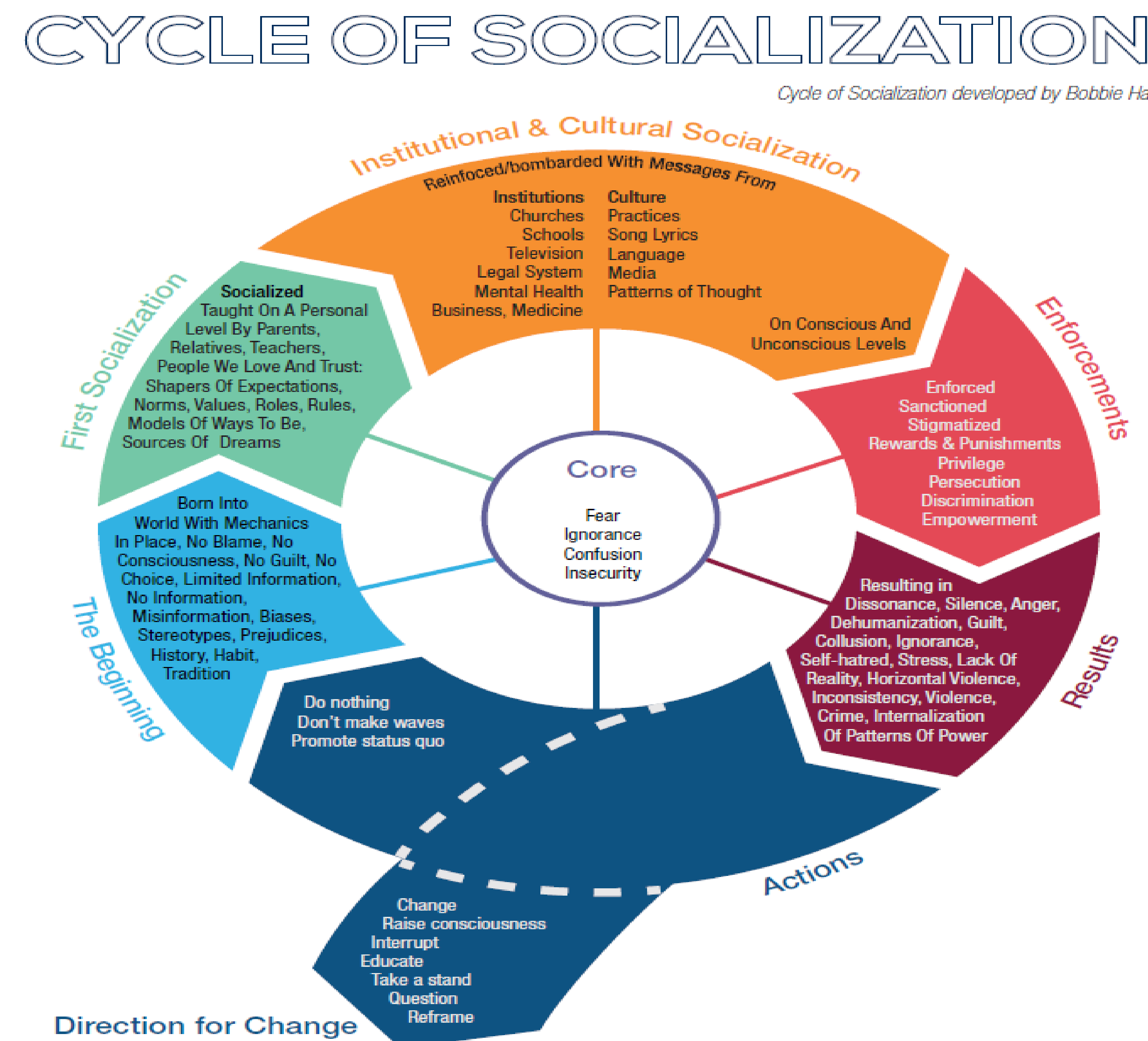
### OBJECTIVE

- To design and implement an interactive, educational training for pharmacy school interviewers
- The goal of the training is to encourage interviewers to address their biases and help them develop ways to overcome them in an effort to make the admissions process more equitable and improve the recruitment and retention of underrepresented students.

### METHODS

- A literature review was conducted and key faculty experts we consulted to design the training video
- The video consists of background information about the origins of bias using the cycle of socialization, Harvard’s Implicit bias test, and recommendations to overcome implicit bias.
- Video length: 15 minutes
- 50 interviewers were asked to take the training and submit an anonymous survey
- Survey: 6 Likert-type scale questions (1-5) and 2 open ended questions

### METHODS



### RESULTS

	1	2	3	4	5	Total
The training was appropriate in length	0 (0.00%)	2 (14.29%)	1 (7.14%)	2 (14.29%)	9 (64.29%)	14
The training helped to better prepare me for the interview process	1 (7.14%)	1 (7.14%)	0 (0.00%)	6 (42.86%)	6 (42.86%)	14
I gained new knowledge/insight from this training	1 (7.14)	0 (0.00)	0 (0.00%)	8 (57.14%)	8 (57.14%)	14
This training is useful for SIUE-SOP	0 (0.00%)	1 (7.14%)	1 (7.14%)	7 (50.00%)	7 (50.00)	14
This training is helpful for my professional development	0 (0.00%)	1 (7.14%)	0 (0.00%)	5 (35.71%)	5 (35.71)	14
This training was helpful for my personal development	0 (0.00%)	1 (7.14%)	0 (0.00%)	7 (50.00%)	7 (50.00)	14

### RECOMMENDATIONS

- Recognize one’s own biases
- Pay attention, take inventory, and recognize one’s own individual power to change the narrative of historically marginalized groups of people
- Practice mindfulness during the interview
- Practice meditating on positive attributes of people one may feel is different than him or her
- Establish meaningful connections with people of those groups

### LIMITATIONS

- Small sample size of respondents
- Interviewers are volunteers
- Large file
- Video format – limited active learning

### CONCLUSION

- Most feedback was positive
- Some participants felt that the training was too long
- Training will be offered on Blackboard in the future
- Promising area for future research
- Could be used for search committees in the future

### DISCLOSURES

The authors have nothing to disclose