

Resources for Diversity Equity and Inclusion

Objective: Identify and provide reporting avenues for College of Pharmacy & Health Sciences students and faculty on Drake University's campus. These reporting avenues can be used to report instances where students or faculty believe their identities are being discriminated against, threatened, or harassed. Student/faculty identities may include but are not limited to race, ethnic background, sexuality, gender identity, ability, citizenship status, health status, and socioeconomic status.

Where can I refer a student if they want to report something that occurred in the classroom?

Encourage the student to follow the communication hierarchy in their department/program. As a trusted support person, help the student understand how to communicate their concerns in clear and concise language, focusing on what was said or done, not the person's intention or personality characteristics. Encourage them to provide specific examples or evidence as appropriate and to write down what they want to say before the meeting.

Start with the course instructor **If you are not comfortable talking with the course instructor, please continue to seek out support.*

- Refer the student to the course syllabus for instructor contact information and office hours.
- Advise the student that they should go to the next person "up the chain" if the situation is not resolved with the instructor.

Course Coordinator (if applicable)

- Refer the student to the course syllabus for the contact information and office hours of the course coordinator, if there is one.

Department Chairs and Program Directors

- Clinical Sciences Department Chair: Jamie Pitlick, Pharm.D.
 - Jamie.pitlick@drake.edu
 - 515-271-1849
- Pharmaceutical and Administrative Science Chair: Craig Wrenn, Ph.D.
 - Craig.wrenn@drake.edu
 - 515-271-3326
- Health Science Department Chair: Stacy Gnacinski, Ph.D., CMPC
 - Stacy.gnacinski@drake.edu
 - 515-271-2611
- Program Director, Master of Athletic Training: Richelle Williams, Ph.D., ATC
 - richelle.williams@drake.edu
 - 515-271-2630
- Program Director, Occupational Therapy Doctorate: Leslie Jackson, OTD
 - Leslie.Jackson@drake.edu
 - 515-271-2457
- Director of Nursing: Mary Owens, DNP, FNP-BC, MSN, CNE
 - mary.owens@drake.edu
 - 515-271-1829

Dean and Assistant/Associate Deans of CPHS

- Erik Maki, PharmD, BCPS; Dean of CPHS:
 - Erik.maki@drake.edu
 - 515-271-2854
- Charles Phillips, PhD, PharmD; Associate Dean of Curriculum & Assessment
 - Chuck.phillips@drake.edu
 - 515-271-4980
- Eliza Dy-Boarman, PharmD; Assistant Dean for Clinical Affairs
 - Eliza.dy@drake.edu
 - 515-271-3899
- Michael Nelson, PhD; Assistant Dean for Student Affairs
 - michael.nelson@drake.edu
 - 515-271-4724
- Nate Newman, EdD; Assistant Dean for Enrollment Management
 - nathan.newman@drake.edu
 - 515-271-2610

Where can I refer a student if something happens at their experiential site?

Start with the experiential coordinator for your program/department.

- Sean Rogers; Director of the Health Sciences Internship Program
 - Sean.rogers@drake.edu
 - 515-271-1866
- Ashley Murray, OTD, OTR/L; Occupational Therapy Academic Fieldwork Coordinator
 - Ashley.murray@drake.edu
 - 515-271-2049
- Christine Urish, PhD, OTR/L; Occupational Therapy Capstone Coordinator
 - christine.urish@drake.edu
 - 515-271-1818
- Sean Rogers, Ed.D: Coordinator of Clinical Education for Master of Athletic Training
 - sean.rogers@drake.edu
 - 515-271-1866
- Anisa Hansen, Pharm.D.; IPPE and APPE Coordinator
 - Anisa.hansen@drake.edu
 - 515-249-1783

Where do I go to have assistance from the University on a Equity, Diversity, Inclusion issue?

Contact information can be found on the Diversity, Equity and Inclusion website at <https://www.drake.edu/diversity/>

- Terrance Pendelton, Associate Provost for Campus Equity and Inclusion
 - Terrance.Pendelton@drake.edu
- Jazlin Coley-Smith, Director of DEI
 - Jazlin.coley@drake.edu

Where can I refer a student who wants to report concerns about sexual or interpersonal misconduct? Where can I go (as a Drake staff member) if I need to report concerns about sexual or interpersonal misconduct?

Title IX allows students and employees to report concerns of sexual or interpersonal misconduct and become aware of support and resources.

As a faculty or staff member, you are required to share known or suspected sexual harassment with the Title IX Coordinator. If you are unsure of whether an event falls under this, please refer to the Drake University Sexual Harassment Policy which is posted at the end of this section.

- Please see the following link for all options: <https://www.drake.edu/titleix/reportingoptions/>
 - Inform the Title IX Coordinator in person, through email, or through an online report: Samantha Nordstrom
 - Samantha.nordstrom@drake.edu or TitleIX@drake.edu
 - (515) 271-4956
 - Online report: <https://www.drake.edu/titleix/contact/report/>
 - *Report anonymously through EthicsPoint (please see below)*
- **Drake University Sexual Harassment Policy**
 - <https://www.drake.edu/media/universypolicies/Sexual%20Harassment%20Policy.pdf>

What anonymous reporting options are available for students or myself?

For conflicts of interest, sexual & interpersonal misconduct, discrimination, harassment or bias, fraud, violence or threat, environmental/safety matters, accounting & auditing matters, theft/embezzlement, etc.

- **EthicsPoint** allows reporting of many matters with the option of remaining anonymous, either through the website or phone number (phone calls also have an anonymous option). After a report is made, you will receive a unique and secure code that will allow you to log back in to check for responses or questions from the University. The status of the report can be checked on the EthicsPoint website, and you can add information if your report is still open. A University employee will review the report.
 - <https://www.drake.edu/ethicspoint/>

What are my confidential disclosure options? Where can I refer students if they would like to confidentially disclose sexual or interpersonal misconduct?

These resources are confidential, but are **not anonymous*

Under Iowa law, communications with some individuals are legally privileged and confidential—this means they will not share with law enforcement or the Title IX Coordinator information they received in confidence. In addition to attorneys or religious counselors, confidential individuals and services at Drake University include the following:

- Violence Intervention Partner
 - 515-512-2972 (call or text)
- University Counseling Center
 - 515-271-3864

- <https://www.drake.edu/counselingcenter/>
- Employee Assistance Program
 - 515-244-6090
 - 800-327-4692 (available 24/7)

What student peer leader resources are available for students?

- **Student Governance Association (SGA)**
- <https://www.drake.edu/cphs/organizations/studentgovernanceassociation/>
- **Types of student representatives for each major:**
 - HSCI First Year, Second Year, Junior, and Senior classes
 - First Year and Second Year Pre-Pharm
 - P1, P2, P3, P4
 - O1, O2, O3
 - A1, A2
 - ABSN
- **Diversity, Equity, and Inclusion Student Senators**
 - Student Senate works directly with faculty and administration to ensure the voices of students are heard on campus.
 - http://drakesenate.com/contact_us/
 - <https://www.drake.edu/diversity/about/studentorgs/>
 - <http://drakesenate.com/members/equity-and-inclusion/>

Where can I refer a student, or myself, who would like support?

- **CPHS Equity Action Partner:** Anisa Hansen, Pharm.D.
 - Equity action partners are available for people who need to talk about their equity concerns and experiences in an informal, non-judgmental setting. They are informed on equality-related policies, procedures, and resources on campus.
 - anisa.hansen@drake.edu
 - 515-249-1783 (cell)
- **Drake University Peer Advocacy and Support:**
 - Violence Intervention Partner (VIP): VIP peer advocates is a group of trained and certified students that support people who have experienced sexual assault, harassment, intimate partner violence, and stalking. They are available 24/7 and are confidential.
 - 515-512-2972 (call or text)
 - **Positive MENTality:** Positive MENTality is a weekly group on campus committed to creating a safe environment for males at Drake to discuss ideals about masculinity, mental health, relationships, and a variety of other topics. The group is open to all gender identities with a focus on discussing healthy masculinity.
 - lynne.cornelius@drake.edu

- **Professional Counseling:** Broadlawn Drake Community Clinic, University Counseling Center
 - The University Counseling Center provides individual counseling, consultation, and group counseling. The UCC works with students with a wide variety of issues and concerns such as feelings of depression, loneliness, or inadequacy, difficulty coping with academic pressures, leaving home, problems in relationships, or for assistance in dealing with the effects of violence.
 - 515-271-3864
 - <https://www.drake.edu/counselingcenter/>
 - Student Support Groups: <https://www.drake.edu/counselingcenter/studentsupportgroups/>

- **Multicultural Student Organizations:**
 - Multicultural student organizations are organized under the Unity Roundtable, a student-led governing body that is led by the Equity & Inclusion Student Senators. Multicultural student organizations can be joined by students and hold meetings and events.
 - <https://www.drake.edu/diversity/about/studentorgs/>

- **Drake University Affinity Groups**
 - The Office of Equity and Inclusion sponsors faculty and staff affinity groups. These groups provide opportunities for faculty and staff from underrepresented identities to get to know each other, socialize, and provide support for one another. Each affinity group hosts events twice a semester both on and off campus.
 - <https://www.drake.edu/diversity/initiatives/facultystaffaffinitygroups/>
 - Current Affinity Groups:
 - LGBTQ:
 - Black//African American
 - Jewish:
 - Asian:
 - Latino/a/x:
 - If you would like to start an affinity group, then you can contact the Associate Provost for Campus Equity and Inclusion.

What policies can I refer to when working with a student or if I have any questions?

The following policies can be found in the Drake Faculty Manual (<https://www.drake.edu/facultymanual/>) or the University Policy Library (<https://www.drake.edu/policy/>):

- **Community, Diversity, and Freedom of Expression**
 - “Drake encourages and protects diverse perspectives and the free flow of ideas and discussion among its members. Such diversity and differences of opinion generate debate that produce knowledge and a greater understanding of what it means to be fully human”
 - <https://www.drake.edu/policy/category/hr/communitydiversityandfreedomofexpression/>

- **Statement of Principles**
 - Drake Faculty Senate's adoption of principles of discourse and debate while respecting freedom of expression and diverse perspectives and experiences.
 - <https://www.drake.edu/acad/guidelines/statementofprinciples/>

- **Statement on Diversity and Inclusion**
 - Drake commitment to diversity, equity, and inclusion, providing a foundation for Drake's continuing efforts to encourage and embrace diversity and inclusion.
 - <https://www.drake.edu/diversity/>

- **Nondiscrimination Statement**
 - The principles of equal access and equal opportunity require that all interactions within the University be free from invidious discrimination
 - <https://www.drake.edu/policy/category/administration/nondiscriminationstatement/>

- **Discriminatory Harassment (Non-Sex-based) Policy**
 - The Drake University policy on prohibited harassment based on any protected class other than sex includes definitions, reporting procedures, and University sanctions.
 - <https://www.drake.edu/policy/category/administration/non-discriminatationanddiscriminatoryharassmentpolicy/>
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- **Non-Retaliation against Persons Reporting Misconduct Policy**
 - Drake policy prohibits retaliation against any person who makes a complaint of misconduct, who participates in an investigation of a complaint of misconduct, or who otherwise object to or resist such misconduct. The policy also includes procedures for reporting retaliation.
 - <https://www.drake.edu/policy/category/hr/non-retaliation%20policy/>

- **Violence Free Workplace Policy**
 - Drake policy prohibiting violence, threats of violence, weapons and firearms in the workplace.
 - <https://www.drake.edu/policy/category/hr/violence-freeworkplace/>

- **Reasonable Accommodations for Individuals with Disabilities Policy**
 - Drake policy of and commitment to a diverse campus by creating an environment where employees and students have equal opportunity to fully participate in and enjoy the benefits of their work and their studies and related activities. The policy also includes procedures to request and approve reasonable accommodations for qualified employees, students, and applicants with covered disabilities.
 - <https://www.drake.edu/policy/category/administration/accommodations/>