

CASE STUDY on Diversity and Inclusion



amcinstitute.org



www.npha.net

The National Pharmaceutical Association (NPhA) is a national, professional organization of pharmacists committed to serving the underserved and promoting minorities in pharmacy.



www.sossolutions.org

For 25 years, SOS has provided custom management solutions to trade and professional nonprofit associations.

Challenge

- NPhA is the nation's oldest association specifically dedicated to representing the interests of minorities in pharmacy.
- Recent societal attention on structural racism has provided opportunities for the organization to highlight the role pharmacists can play in addressing systemic inequalities

Actions Taken

Step 1

NPhA's Board members are industry thought leaders, but they had little time to focus on anything beyond administrative functions.

Step 2

NPhA turned to SOS to secure administrative and strategic support.

Step 3

Freed from administrative responsibilities, NPhA's leaders are now able to pursue high-level strategic initiatives.

Step 4

Those initiatives include signification work in the are of racial and social inequity.

Goals

- Desire to shift focus from day-to-day administrative functions.
- Focus on making meaningful contributions to national dialogue around racial inequities.

Results

- Convened coalition of national pharmacy orgs., issued joint statement on role of pharmacists in combatting systemic racism.
- Launched successful webinar series on racial inequities.

Insights/Learnings

- AMC services free up Board members to do what leaders should be doing: driving strategic initiatives and serving as industry thought leaders.

" NPhA has been able to shift many administrative duties from our volunteer board members to allow more time for strategizing and implementation of fresh and new ideas to expand the reach and impact of our organization." –
Dr. Lakesha Butler, NPhA President