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Global citizenship framework (GCF): co-creating a culture of equity and inclusion through celebrating diversity.

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2023

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How did we start our EDI journey?



What did our students say?

"It's hard to feel a sense of belonging or part of the MPharm programme from a social perspective, most events involve alcohol or settings that minority students don't feel comfortable going to" 3rd yr. MPharm

"I noticed a difference in the diversity of the content and delivery between post-grad and undergrad level...at undergrad level there isn't as much consideration of diversity." Postgrad student

"There are wider societal issues that affect minority group patients, and we don't cover these in our degree, like my grandparents struggle with English sometimes & as pharmacists we need to know how to counsel all patients" 4th yr. MPharm student

"Student Rep selection process isn't anonymized, so minority students don't feel confident to put themselves forward for fear of not getting as many votes" 3rd yr. MPharm

"Not many staff use pronouns in meetings and emails, and it would be nice to see more staff awareness around LGBT+ issues" Research student

What's our strategy?



What is our Global Citizenship Framework?

A framework – to embed Equity, Diversity, Inclusion and Sustainability across pharmacy courses
The 3 Cs – Connect, Create, Celebrate

Rationale ??? *Nurturing a sense of belonging through staff - student collaboration*

- To unite diverse students/pharmacy professionals of the future with global issues of health inequality and the climate change crisis – continuity of secondary school curricula
- To nurture a sense of belonging to the profession and institution at course/school level, through inclusion of diverse student/staff/patient voices & lived experiences
- To support the development of 'culturally competent' and globally aware graduates
- To connect the curricula to communities and to celebrate diversity, locally & internationally!
- To align teaching & learning with government policy, NHS practice, EDI competencies, HE sector

How do we bring curricula & EDI together?



Special thanks to staff & students in school of Pharmacy and Life Sciences

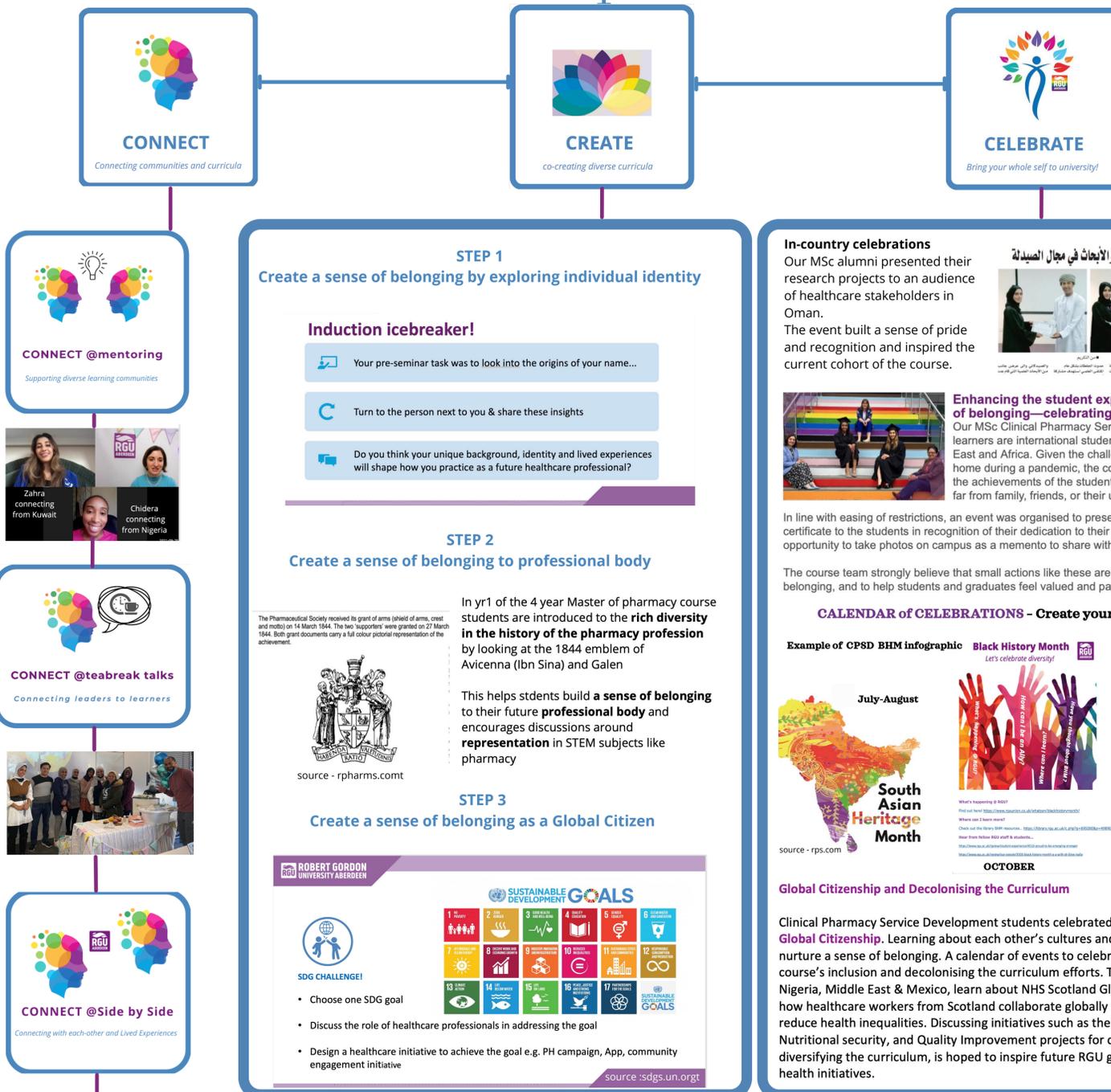
Dr Morag McFadyen, Dr Aisling Kerr, Criag McDonald
Student EDI Adviser - Mustafa Habeeb (undergrad)
Student EDI Adviser - Zahra El Shakhas (postgrad)

Global Citizenship Framework (GCF)

Framework, content and examples by:
Alexandra Leila Neshat Mokadem (she/her)
Race Equality Champion
Course Leader - Postgrad Pharmacy



Co-creating a Culture of Equity & Inclusion Through Celebrating Diversity



Examples of our GCF themes:

A safe space to connect...

Learners to diverse leaders and communities,
Lived experiences platform
To share, inspire and learn
Mentoring scheme
Connecting modules

A collaborative venture between staff and students to...

Co-create diverse curricula
Global Citizenship
Cross-discipline Collaboration
Authentic Assessments
Inclusive delivery Modes
Creating Resilience in Learning
Bespoke Study skills support
Longitudinal Induction - transitioning to UK study

Celebrating Global and Individual Diversity...

Nurturing a sense of belonging to Profession and Uni
Student voice/Allyship
Linking Student union/societies to courses
Social activities without alcohol
Course diversity calendar of celebrations!
Diverse student advisors/advocates
Reward and Recognition

Example of bespoke study support: Postgrad Resilient Learner - Workloading Planner



As part of the Resilient Learner theme, this workload planner has been designed to help you transition into postgraduate study. It can be used as a study aid to help you stay organised, motivated and manage your own learning effectively.

By planning your workload across all modules on a weekly basis, through a technique called **micro-tracking** you will be able to see the work that needs to be completed in one place.

Micro-tracking involves a 3 step process.

- Review** - at the start of each week, review your timetable and the tasks set by each module and make a note of these under the tasks heading.
- Set goals** - for each module, design your own learning goals for the week ahead.
- Plan** - think about the ways in which you will be able to achieve the learning goals and the tasks. These are called success criteria.

Microtracking is more effective when coupled with self-reflection. At the end of each week, it's recommended that you do a **mini self assessment** to reflect on your motivation levels and how you are progressing against your own learning goals.

IMPACT - Student testimonial

"I come from an ethnic minority background and have always felt like an outsider in my classes. However, in Leila's classes, I felt extremely comfortable as she intentionally involves and includes everyone in the class and engages with them in an equal and respectful manner regardless of their background. Furthermore, she gives the time and effort to every student despite their speed and language skills and takes her time with us to ensure we are heard and also given the opportunity to present our ideas."

MPharm student

STEP 1 Create a sense of belonging by exploring individual identity

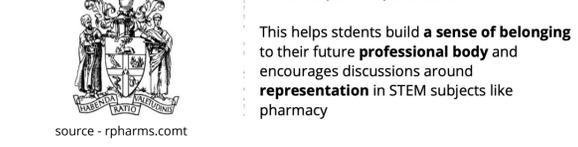
Induction icebreaker!

- Your pre-seminar task was to look into the origins of your name...
- Turn to the person next to you & share these insights
- Do you think your unique background, identity and lived experiences will shape how you practice as a future healthcare professional?



STEP 2 Create a sense of belonging to professional body

In yr1 of the 4 year Master of pharmacy course students are introduced to the **rich diversity in the history of the pharmacy profession** by looking at the 1844 emblem of Avicenna (Ibn Sina) and Galen



STEP 3 Create a sense of belonging as a Global Citizen

In-country celebrations

Our MSc alumni presented their research projects to an audience of healthcare stakeholders in Oman.

The event built a sense of pride and recognition and inspired the current cohort of the course.



Enhancing the student experience through a sense of belonging—celebrating international students

Our MSc Clinical Pharmacy Service Development course learners are international students, mainly from the Middle East and Africa. Given the challenges of studying away from home during a pandemic, the course team wanted to celebrate the achievements of the students that remained in Aberdeen, far from family, friends, or their usual support networks.



In line with easing of restrictions, an event was organised to present a 'Resilience in Learning' certificate to the students in recognition of their dedication to their studies and to provide the opportunity to take photos on campus as a memento to share with family & friends.

The course team strongly believe that small actions like these are important to foster a sense of belonging, and to help students and graduates feel valued and part of the RGU community.

CALENDAR OF CELEBRATIONS - Create your own!

Global Citizenship and Decolonising the Curriculum

Clinical Pharmacy Service Development students celebrated Oman National Day as part of **Global Citizenship**. Learning about each other's cultures and sharing traditional food to nurture a sense of belonging. A calendar of events to celebrate diversity is part of the course's inclusion and decolonising the curriculum efforts. The cohort, pharmacists from Nigeria, Middle East & Mexico, learn about NHS Scotland Global Citizenship Programme and how healthcare workers from Scotland collaborate globally on climate crisis initiatives to reduce health inequalities. Discussing initiatives such as the Great Green Wall in Africa, Nutritional security, and Quality Improvement projects for children in Mexico as part of diversifying the curriculum, is hoped to inspire future RGU graduates to take part in global health initiatives.

inspiration for connecting through diversity is all around us!



IMPACT of Global Citizenship Seminar - CULTURAL COMPETENCE

What have you taken away from today?

There could be feasible adaptations made for religious groups to meet their religious requirements

Reflection: Taken away to take in account to beliefs when treating patients

The importance of being aware of the differences between religions and beliefs and being able to address these with patients in a respectful manner

We need global equality to help everyone contribute to improving the SDG goals. Pharmacist are not just drug dispensers but can work in communities to improve the health and wellbeing of people

Every profession is important in the global sustainability

The 100 people video was very helpful for putting global issues into perspective. Similar videos would be helpful, maybe a little bit more guidance on how we as student pharmacists can help

Importance of working together communication and team working for better living.

The great extent of diversity - really interactive, enjoyed speaking about different inequalities, really eye-opening - interactive sessions

Choose one SDG goal

Discuss the role of healthcare professionals in addressing the goal

Design a healthcare initiative to achieve the goal e.g. PH campaign, App, community engagement initiative

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Every profession is important in the global sustainability

Importance of being open minded, respectful and working together with others for the common good

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