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Mentoring trainees from UK minority groups

Dr Diane Ashiru-Oredope, Lead Pharmacist, AMR Programme, UK Health Security Agency

Hosted by: Ade Olayide, Associate Lecturer (Teaching) Practice & Policy, UCL School of Pharmacy

Mentoring trainees from UK minority groups

Pharmacist Education Summit: Equality, Diversity and Inclusion

DR DIANE ASHIRU-OREDOPE

FOUNDER A C PHARMACY NETWORK

LEAD PHARMACIST, HCAI & AMR, UKHSA

HON LECTURER, UCL SCHOOL OF PHARMACY

Trainee Pharmacists UK Exam Results: the constant headlines

the PHARMACEUTICAL JOURNAL
A Royal Pharmaceutical Society publication

Education

GPhC sheds light on lower pass rates in Black-African pharmacy students

The Pharmaceutical Journal | 11 JUL 2016 | By Ingrid Torjesen

Research by pharmacy regulator explores why Black-African trainee pharmacists performed less well in registration exams from 2013 to 2015.

Education

Black African pharmacy students still least likely to pass GPhC prereg exam

The Pharmaceutical Journal | 13 SEP 2018 | By Julia Robinson

Pass rate gap widens for black trainees in preregistration exam

The Pharmaceutical Journal | 13 SEP 2019 | By Angela Kam

In the June 2019 assessment, 61% of black African trainees passed, compared with 91% of white British trainees.

GPhC commissioned research



- no reliable evidence about whether overseas students are disproportionately represented among BlackAfrican students who fail the Registration Assessment
- being a small minority in their School of Pharmacy among large cohorts of White and Asian students
- leads to feelings of isolation and exclusion and difficulties in forming productive study groups or supportive peer networks.
- explicit prejudice and perceptions of implicit bias towards Black-African students particularly where they had undertaken their secondary education overseas.
- some trainers to have lower expectations of Black-African students;
- adversely affect the pre-registration placements students either applied for or were offered; and to undermine some Black-African students ability to learn, develop and reach their full potential.
- a perceived **lack of Black-African role models within the pharmacist education and training pathway to guide,** inspire and motivate students of a similar background.

Minority Groups:

- Groups that are different in race, religion, creed, ability, class, gender, and sexual orientation and that have less power compared to other members of **a particular** society are defined as minoritized.
- Acknowledging and embracing the minority status of a mentee create a more authentic and productive relationship that extends beyond simply educating
- Mentors should be willing to learn about the mentee's background and accordingly adapt their mentorship.
- **Great mentors yield great leaders; but, mentorship should be tailored to meet the unique needs of each individual mentee**

Cultural competence

- is the ability to understand and communicate with people across cultures—is important to protect mentees of diverse backgrounds from misconceptions and bias.
- is more than being respectful and nonjudgmental of different cultures (Stuckey & Wright, 2019)
- Is an ongoing process of learning about the attitudes, customs, congruent behaviors, and values of said cultures
- fosters a safe, respectful, and reciprocal relationship with trust and respect for differences
- promotes efficient communication and interactions and motivates mentees to be more productive (Stuckey & Wright, 2019)









Implicit and unconscious bias

Unconscious biases are prejudices or judgments in favour or against a person based on bias or prejudice against that person's group.

Creating an inclusive environment

- **Inclusion is when all individual to contribute to an organization or team, efficiently and without hurdles (Ahmad *et al*, 2019)**
- Mentors and educational supervisors can create such an inclusive environment to ensure that all members including minorities are able to reach their fullest potential as future pharmacists
- Since members of minority groups represent only a small fraction of the pharmacy team in many parts of the UK, they can sometimes be the sole minority (specific) in a given training space. Such an environment can make them feel isolated and diminish their sense of belonging.
  - Greeting all trainees by name when they arrive or asking for their feedback on training events, presentations etc can already promote an inclusive training environment.
  - Open communication right from the beginning can also mentees to feel as part of the team.
  - Explicitly inviting them to events, seminars, conferences, or meetings.
  - Use group/team meetings not just to discuss pharmacy, but also as a platform to address diversity, equity, and inclusion issues facing trainees and the larger community.

Taking action:
Everyone can support

British Pharmaceutical Students' Association

Join the BPSA

HOME ANNOUNCEMENTS ANNUAL CONFERENCE EVENTS COMPETITIONS INTERNATIONAL MEMBERSHIP MORE

Surviving the preregistration year: lessons from black preregistration pharmacists

African & Caribbean Preregistration Pharmacy Network · 31 October 2019

In October 2018, I created a telegram support group after reading consistently for 2-3 years that more than 30% of black African preregistration pharmacists fail the July GPhC Preregistration exam results (Figure 1). This equates to more than 70 black pre regs each year. Feeling helpless and dispirited; I spent two years simply moaning because as a parent and a former student I could empathise with the anguished pre-regs and their families who have their dreams and hopes cut short. I wanted to help but just did not know how to start. Then Osenadia (Os), sent me a message to ask if I could mentor him and a couple of friends. This was the final push I needed. Although I didn't have all the answers, I knew I had to start

Dr Diane Ashiru-Oredope

Royal Pharmaceutical Society
@rpharms

Today we're celebrating the incredible work of the African & Caribbean Preregistration Pharmacy Network (ACPN).

Find out more about the group:
bpsa.co.uk/pubs/supportin...

@DrDianeAshiru #ACPN #NoOneLeftBehind #ProudtoBE #BlackHistoryMonth #BHM #BHMPharmacy @APTUK1 @PTOC11



9:00 am · 29 Oct 2021 · Hootsuite Inc.

24 Retweets 4 Quote Tweets 39 Likes

ACPN weekly revision (02.06.19)
With Charles Odiase
Consultant pharmacist in primary care and diabetes

Topic: Diabetic medicines & monitoring



via Zoom



ACPN 2019 Pre reg webinar series 1
Sunday 13 Oct @ 8:00pm



Omotola Ogunnigbo is a newly qualified UK pharmacist. She originally trained in Nigeria, did OSPAP at the University Of Brighton

She successfully completed her prereg year and exams with an independent pharmacy whilst juggling working, married life and caring for her young child

She is highly motivated and looking forward to spur Pre regs into achieving the very best out of their training



Osenadia Joseph-Ebare is a newly qualified pharmacist. He studied pharmacy at King's College London and did his pre registration in a community pharmacy in London UK.

He is currently working as a pa time locum pharmacist.

Join us for our first webinar of the year. In 2018 we had 3 webinars and multiple groups sessions via our telegram group

Join via your phone or laptop

ACPN
LIVE
QUIZZES

AFRICAN & CARIBBEAN PRE-REGISTRATION PHARMACISTS NETWORK
FOUNDED 2018

Starts Monday, 04 October, 2021

Join every Monday at 8pm until November exam. Then every other week until May 2022

Try to attend live, questions are not provided offline

Questions may be repeated at later dates for consolidation

Quiz is on Zoom and Slido
(No need to download Slido App)

ACPN Support

Trainee pharmacists

Drop-In Zoom Session

WITH CHRISTINE

AFRICAN & CARIBBEAN PRE-REGISTRATION PHARMACISTS NETWORK
FOUNDED 2018

Appraisals & Competencies

General Questions about Pre-registration Year

Challenges with tutors & evidence writing

12 pm. November 6, 2021.

PLEASE COME PREPARED TO ENGAGE

AFRICAN & CARIBBEAN PRE-REGISTRATION PHARMACISTS NETWORK
FOUNDED 2018

Live on Zoom

AC.pharmacynetwork@gmail.com

ACPN Alumni Webinar Series

Webinar 1

10 OCTOBER

3pm BST





Learn about:

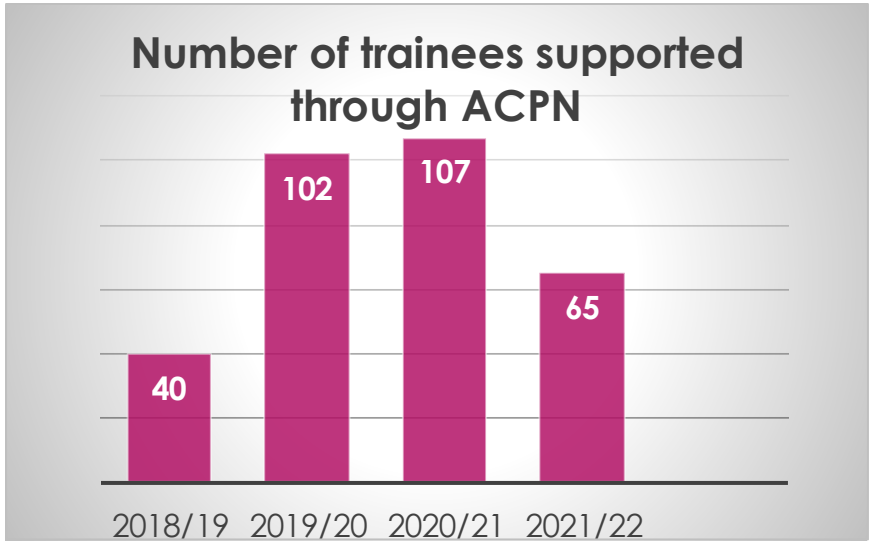
- Money Management for Early Career Pharmacists & Pre regs: what you need to know about money when starting out
- Power of Networking
- Power of Career Planning

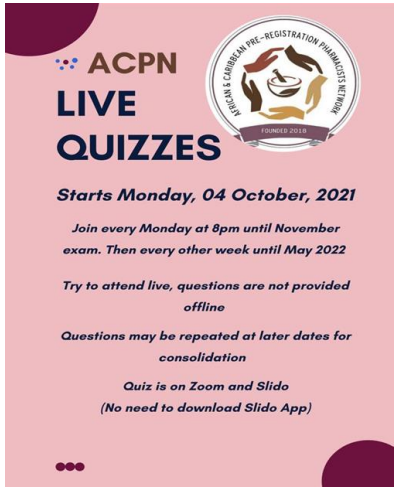


Register in advance

ACPN Trainee Mentoring

- No cost to trainees - **more than 250 black trainees supported** since 2018
- Financial support for mock exams – 20 supported so far
- Mentoring circles led by founder with support from early career pharmacists as mentors/support system
  - 2018/19 - 1 early career pharmacist;
  - 2019/20 - 5 early career pharmacist – 3 active);
  - 2020/21 - 7 early career pharmacists)
  - 2021/22 - 15 early career pharmacists
- Weekly revision session/Live Quizzes on Zoom
- Ongoing exam prep support through WhatsApp Group
- Wellbeing support
- Networking
- Additional/intense support for those re-sitting
- Expectation to be proactive…





2021: Same headline used…..BUT

The Pharmaceutical Journal
@PJOnline_News

Black candidates had lowest pass rate in March 2021 registration exam



pharmaceutical-journal.com
Black candidates had lowest pass rate in March 2021 registration exam - The P...
Black candidates were found to have the lowest pass rates following the March 2021 sitting of the registration assessment, the General Pharmaceutical Counc...

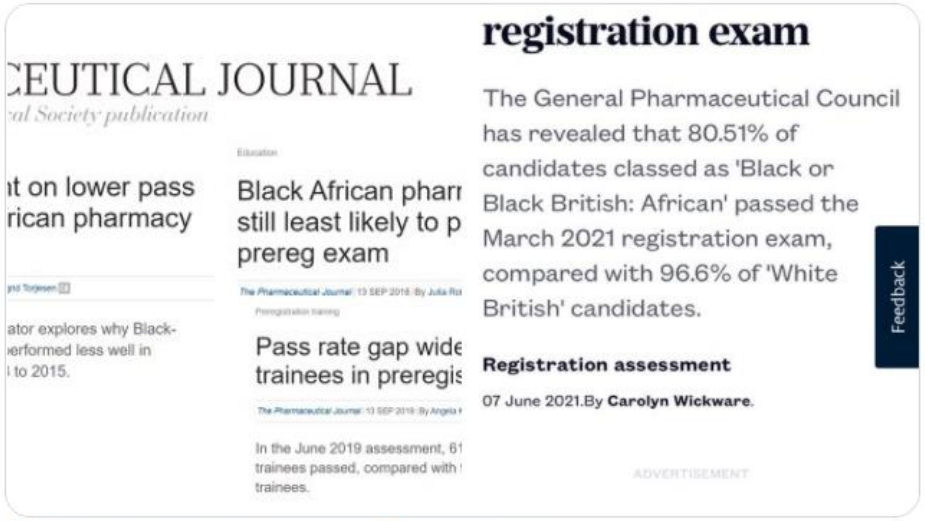
6:30 pm · 7 Jun 2021 · Twitter Web App

3 Retweets **3** Quote Tweets **5** Likes

CHANGING the NARRATIVE

Diane Ashiru, PhD
@DrDianeAshiru

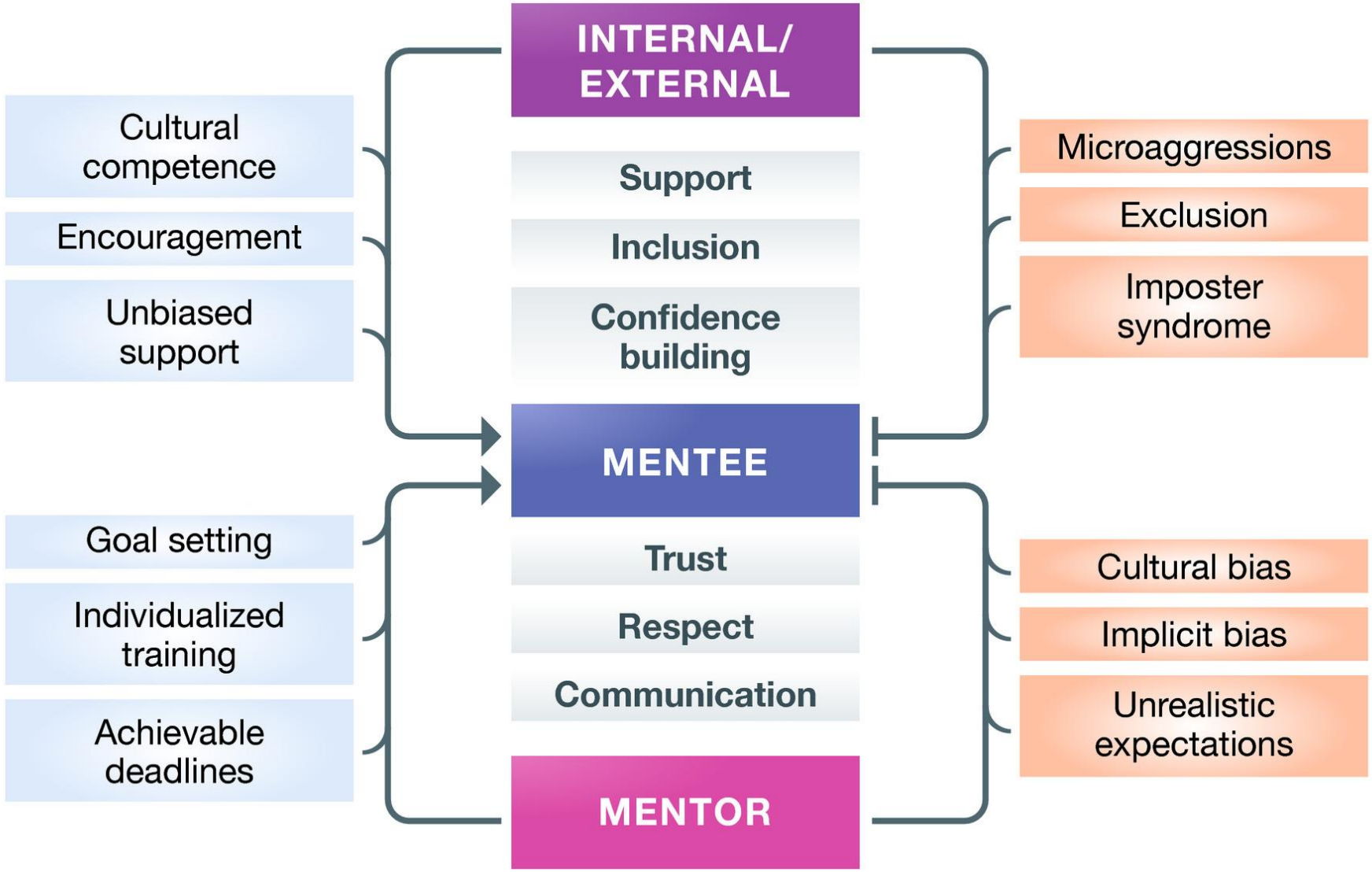
👏🏾80% pass rate for black African pharmacy students; narrowest gap since 2016. 16% in 2021 vs 30% (2019) & 26% (2018). Thank you to all who provided focused support.
Work continues to close the gap & permanently change headline since 2016. bpsa.co.uk/pubs/supportin...



Mohammed Hussain (he/him) 💙 and 8 others

> **The Pharmaceutical Journal** @PJOnline_News · 7 Jun 2021
> Black candidates had lowest pass rate in March 2021 registration exam
>
> pharmaceutical-journal.com/article/news/b...

Mentoring trainees that are part of UK minority



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Hear from some mentees