

AAPP Vision

A world where all individuals living with mental illness receive safe, appropriate, and effective medication treatment.

AAPP Mission

To advance the reach and practice of psychiatric pharmacy and serve as the voice of the specialty.

AAPP Values

Excellence: Set high standards for dedication, integrity, ethics and expertise

Diversity, Equity, and Inclusion:

Respect the views, contributions, and experiences of all individuals.

Innovation: Advance care with creative solutions.

Responsiveness: Listen and react to the changing needs of our members and of our patients.

Compassion: Above all, improve the lives of our patients and their families.

DEI Statement

AAPP is committed to fostering a respectful and inclusive community of psychiatric pharmacists working to grow AAPP as an organization and themselves as culturally sensitive, highly skilled practitioners providing quality mental health care. This commitment is realized through concerted efforts to maintain a robust, transparent, and inclusive organization advanced through volunteer involvement, diverse community, educational initiatives, resources, and a range of other services.

DEI Terminology

AAPP adopts SAMHSA's key terms/definitions as the basis for understanding and communicating its DEI work and recommends members adopt the same resource for terminology.
<https://www.samhsa.gov/dtac/disaster-planners/diversity-equity-inclusion/key-dei-terms>

AAPP Diversity, Equity and Inclusion (DEI) Plan

Approved by the AAPP Board: March 2024

Why Diversity, Equity and Inclusion (DEI) Matters to AAPP

Psychiatric pharmacists are dedicated to helping individuals recover from mental illness, including substance use disorders. Patients living with mental health and/or substance use disorders are often impacted negatively by social determinants of health and experience higher rates of co-occurring diagnoses, suicide attempts, incarceration, and unemployment all of which frequently lead to economic and social disadvantages. These difficulties have far-reaching consequences, affecting not only the individuals themselves, but also their families, communities, and broader society.

Putting the patient first is the mantra of psychiatric pharmacists making it imperative that they understand the intersection between diversity, equity, inclusion (DEI) and mental health. Psychiatric pharmacists must be equipped to address the tightly woven impact that social determinants of health (SDOH) and other DEI-related aspects have on patient outcomes.

As the home association for psychiatric pharmacy, AAPP advocates for appropriate use of medications, enhanced access to care, and improved patient outcomes. We believe that psychiatric pharmacists delivering person-centered, compassionate care as integral members of the treatment team for patients living with a mental illness and/or substance use disorder(s) is critical to achieving these goals.

It is essential that AAPP attract and retain a diverse membership and leadership who bring unique and innovative perspectives and approaches to AAPP and the important decisions facing the profession and patient care today. As such, AAPP focuses our efforts on building and sustaining an inclusive and transparent organization and efforts to grow the knowledge, skills, and abilities that support psychiatric pharmacists in providing compassionate, culturally competent patient care.

DEI Goals

1. Attract a diverse workforce of psychiatric pharmacists.
2. Foster an inclusive organizational culture where all members feel welcome and able to contribute.
3. Cultivate culturally informed, diverse psychiatric pharmacists through information sharing, volunteer experiences, and informal and formal education opportunities directed to advancing knowledge and practice by addressing DEI, health equity, and social determinants of health (SDOH).

Goal 1: Attract a Diverse Workforce of Psychiatric Pharmacists

AAPP desires to attract and retain diverse members to the profession of psychiatric pharmacy and to AAPP as the home association of and for psychiatric pharmacists. Acknowledging limited resources, AAPP's work in this regard is aimed at understanding more about our current membership, identifying gaps, and enhancing the visibility of the profession as a means of attracting new practitioners to the field. This DEI plan does not reflect the numerous other efforts underway through AAPP's professional and governmental advocacy arm that enhance visibility and contribute further to the development of a diverse workforce of psychiatric pharmacists.

Objectives

1. Enhance access to the AAPP Annual Meeting by developing an Annual Meeting travel grant program anticipated to be funded by the AAPP Foundation.
2. Analyze and report on member DEI demographics by developing and monitoring a member demographics summary and recommending priority areas of organizational tracking and focus as we strive to increase AAPP and profession diversity.
3. Support BCPP certification and candidates by catering to various learning styles through the launch of additional products.
4. Invite all AAPP members, including underrepresented groups of psychiatric pharmacists, to contribute to AAPP's work to enhance the visibility of the profession of psychiatric pharmacy by accessing funding for speaking opportunities at targeted conferences and by participating in partnership, coalition, and resource development opportunities.

Goal 2: Foster an Inclusive Culture

Fostering a culture of belonging and inclusion through transparency and consensus building is a significant goal of the DEI plan. Recognizing, cultivating, and educating volunteers and staff as well as infusing the diversity of different perspectives and lived experiences into AAPP are intended to bind AAPP members together and ensure its success.

Objectives

5. Release and implement the DEI Plan through the DEI Committee, Board of Directors, and the many other AAPP committees and task forces working on accomplishing DEI related goals.
6. Provide consistent, ongoing training in DEI for AAPP leaders to enhance equitable and sound decision-making.
7. As we work to diversify the AAPP Board of Directors, consider the benefits and challenges of moving to a single slate offering of Board candidates as a method to appoint qualified, diverse candidates.
8. Identify and fund ongoing professional development for AAPP staff in the area of DEI.
9. Increase awareness of and the number of AAPP volunteer opportunities by expanding resources and utilizing varied communication strategies to alert members to opportunities.
10. Recognize psychiatric pharmacists who are championing/impacting DEI through promotion of their work and a possible award(s) or grants.

Goal 3: Cultivate Culturally Informed and Skilled Psychiatric Pharmacists

Two of the most valued elements of AAPP membership are networking with peers and access to specialized, targeted educational opportunities. AAPP has a number of existing methods to engage members and to connect them as peers. However, increased focus on the learning environment is one area of focus to ensure members feel comfortable in gathering and interacting with peer networks. Additionally, as an ACPE-accredited continuing education and BPS recertification provider, AAPP's goal is to enhance psychiatric pharmacists' knowledge, skills (including critical thinking), attitudes, and practice to promote diversity, equity, and inclusion. Through this DEI plan, AAPP will strive to continue to improve upon its ability to provide impactful education that features diverse speakers and content that reflects the unique backgrounds, practice settings, and the patient populations of our learners as we seek to develop culturally informed and highly skilled psychiatric pharmacists.

Objectives

11. Ensure educational planner diversity by prioritizing volunteers from underrepresented audiences.
12. Identify, prioritize, and plan educational content addressing DEI and support inclusive learning through routine incorporation of inclusive content.
13. Measure and expand the diversity of faculty by first tracking and analyzing demographic characteristics and establishing appropriate goals.
14. Provide access to AAPP Annual Meetings by balancing cost and accessibility with a quality learning environment that contributes to AAPP's ability to offer a premier experience.
15. Enhance the environment for all learners by communicating and enforcing the code of conduct and offering a welcoming and inclusive experience.