# Expanding Diversity in Health Care Professions and Leadership

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## NABP is known for connection to pharmacy regulators, pharmacist competency exams and licensure programs

- Founded in 1904

- Association of Boards of Pharmacy in U.S. and Territories, Canada, Australia, and Bahamas

- 501c3 non-profit impartial organization, governed by an Executive Committee

- NABPs purpose is to support organizations in their mission of regulatory compliance and the efforts to protect public health and safety

- Long standing Pharmacist Competency Exams and Licensure Programs: NAPLEX, MPJE, eLTP

- Established long standing diverse relationships beyond the member Boards of Pharmacy

  – NABP is frequently leveraged as a thought leader and primary resource of reliable, fact based, experience driven pharmacy information by Executive Branch, Congress, DEA, FDA, APhA, AMA, NACDS and Media

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NABP access and influence reaches across healthcare channels with open lines of communication and frequent collaboration with prominent stakeholders

# NABP
## National Association of Boards of Pharmacy

## Emergency Passport Program

A free NABP service created in March 2020 in response to the coronavirus disease 2019 pandemic

Launched to support our member boards in meeting state executive order requirements for practice without full licensure, as seen in most states

- ✓ *A license in good standing in another state*
- ✓ *The individual has no record of disciplinary action on their professional license*

- NABP staff completed a review of all licenses and the NABP Clearinghouse for disciplinary action
  - Individuals were denied upon application or removed from the program if they did not meet the criteria detailed above

- A state-specific passport was issued to the individual for all participating states where the individual wanted to practice, according to executive order or Public Readiness and Emergency Preparedness (PREP) Act authority

- This program will continue to be offered as a free service to the states and to participating pharmacists, technicians, and interns based on state requests related to emergency events

# NABP Verify – Overview

- Monitoring service supporting member boards' new and existing license verification needs

- NABP Verify is a monitoring program that enables the issuance of a state credential based upon continued evidence of ongoing licensure in good standing, as determined via the NABP Verify monitoring service

- The State credential practice authority is defined in each state according to statutory, regulatory, or policy reference.
    - ✓ *Practice outside of these references would exceed the credential authority and require full licensure in that state.*

- NABP Verify can serve as a new tool to provide appropriate board oversight to enable nonresident practice models
    - ✓ *Verify program does not serve as an alternative to state licensure, either by examination or via endorsement, for in person practice within a state.*

## NABP Verify – Eligibility

- Pharmacists who are licensed by a US board of pharmacy are eligible to apply
  - ✓ *A state-specific credential will be issued to applicants who hold at least one active, unconditional license in good standing*

- Once initially verified, licensees are subject to ongoing monitoring of their license status and disciplinary actions through the NABP Clearinghouse
  - ✓ *Program participants pay an annual subscription fee for the ongoing verification and monitoring services*
  - ✓ *$50 annual fee covers all participating states*

- Applicants with the following are not eligible to receive an NABP Verify credential:
  - ✓ *Any active license that has been suspended or sanctioned (ie, probation, suspension, or revocation); or*
  - ✓ *An expired, inactive, or non-renewed license that is associated with an unresolved disciplinary sanction*

# Diversity Efforts

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## Recognizing Barriers to Equitable Health Outcomes

- Black and other minority populations experience systemic racism, discrimination, and injustices that result in ongoing health inequities.

- Among many other social and environmental determinants, underrepresentation of minorities among health care professionals and leadership often correlate with racial health disparities.

- One concern is that state boards of pharmacy and medicine lack equitable representation of the populations they serve.

- Policymakers also may lack awareness that inequitable representation leads to health disparities.

**Systemically Disadvantaged Populations, Areas & Facilities**

"[T]hose for which the social conditions in which people are born and live and age do not ensure opportunities for them to be healthy and to flourish. They are disproportionately affected by disease, dysfunction and ill-being."
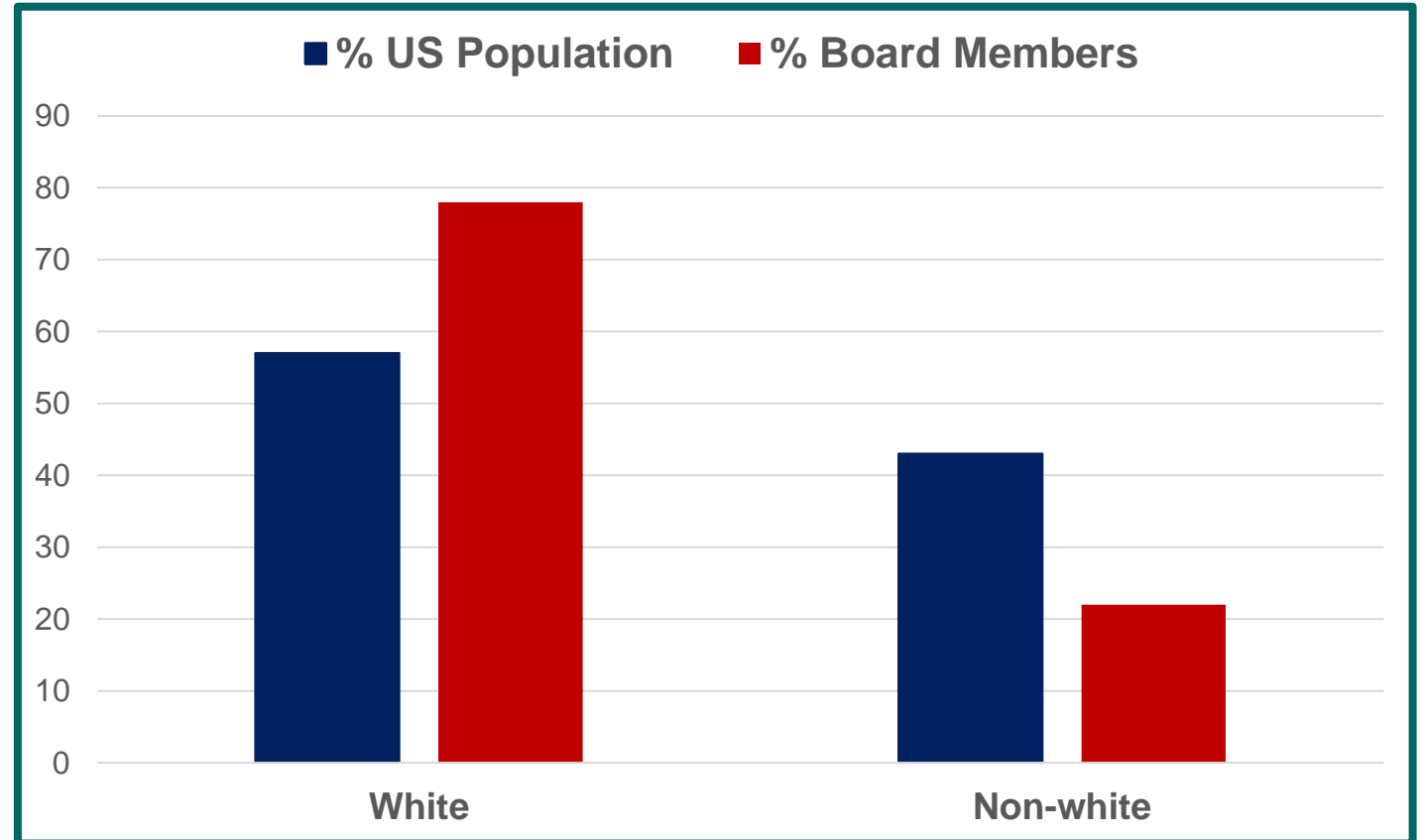
*Health Equity & Policy Lab*

## Racial/Ethnic Makeup of State Boards of Pharmacy versus US Population

NABP surveyed the 400+ members of the state boards of pharmacy. Preliminary results show:

- Board members
  - White: 78%
  - Non-white: 22%
- US population
  - White: 57%
  - Non-white: 43%

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## Working to Raise Awareness and Amend Policy

NABP is participating in a project funded by the HHS Office of Minority Health addressing racial disparity in health care. Activities will include:

- Workshop on unconscious/implicit bias for boards of pharmacy to encourage dialogue about the issue of systemic racism

- Meeting with health care regulators and stakeholders to identify needed policy changes and develop a position statement urging policymakers to address health care disparities through communications, partnerships, and solutions.

- Production of a continuing education video about the current state of racial disparity in health care and recommendations for change.

**Eliminating Generational Racial Health Disparities**

Project goals include:

1. raising awareness of bias in health care among policymakers and practitioners

2. achieving balance on state boards of pharmacy and medicine to better represent the racial diversity of the populations they serve