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Progress Report of National Pharmacy Organizations' Commitment to Health Equity

In June 2020, 14 national pharmacy organizations united to address the dual pandemics of COVID-19 and systemic racism. Recognizing the disproportionate impact of these crises on marginalized communities, the organizations pledged to confront racism and health disparities directly. In2025, the collective leadership of JCPP member organizations aims to share work and progress to date and reaffirm their commitments moving forward to align efforts with the needs of our society and the pharmacy profession.

Four Years of Progress

In the years since the initial commitment of 2020, pharmacy organizations have pursued bedrock commitments to diversity, equity, inclusion, belonging (DEIB), and health equity. Acknowledging that the work would take several years, organizations have consistently laid the groundwork across key areas to advance our professional commitment:

Strategic Plans – Multiple pharmacy organizations have adopted DEIB and health equity as distinct pillars within their strategic frameworks. Placing DEIB and health equity into this visible underpinning of organizational design encourages a deliberate and thoughtful pursuit of incremental progress. This strategic focus not only underscores the importance of DEIB and health equity but also ensures that both new and existing members can identify and align with the core priorities of their associations.

Tailored Education and Programming – A core objective for many pharmacy organizations is the education and professional development of their members through targeted programing. This is achieved through various initiatives, including conference presentations and the development of curricula or certification programs focused on DEIB and health equity. Pharmacy organizations have made a concerted effort to provide education and training that raises awareness and empowers members with the knowledge and tools needed to promote inclusion and equity within their practice.

Leadership and Taskforces – Several pharmacy organizations have either established dedicated task forces or working groups to guide initiatives related to equity and inclusion or have appointed a DEI liaison or officer to a leadership role within the organization. Some have made specific efforts to diversify their boards and leadership rosters with members who represent marginalized or underrepresented populations.

Recognition, Awards, and Support – Through both formal and informal partnerships, many organizations have dedicated funding for recognition and support of members who are making market impacts in the areas of DEI and health equity. Additionally, several organizations have allocated resources to provide travel grants and cover meeting registration fees for a cohort of members and learners to reduce the financial burden of participation in professional associations and events.

Policies, Statements, and Advocacy – Nearly all pharmacy organizations have placed concerted efforts towards publishing policies, issuing public statements, and supporting legislation that

advances health equity and underscores the critical role pharmacists can play in advancing this mission.

While significant strides have been made to foster awareness and drive change, the journey continues. The challenge now is to transform the momentum and enthusiasm of recent years into a sustained, deliberate commitment to ongoing progress. Sustainability, demonstration of impact, and commitment to collective outcomes will define a path forward for our profession. Future commitments will encompass, but are not limited to:

Enhanced Commitments to Patient Advocacy – As pharmacists, our core mission is centered on the well-being of patients. Therefore, our organizations must continue to prioritize advocacy efforts that place patients at the forefront. Creating opportunities for members to interface with patient advocates and be catalyzed by their experiences can bolster organizations visible investment in the pursuit of health equity.

Linking Patient and Member Stories to Policy and Advocacy – Organizations can harness the experiences of their members and patients to craft narratives that powerfully support our efforts around advocacy for the profession. By highlighting the positive impact of pharmacists in advancing health equity, these stories can fortify our professional case for being considered core and valued members and providers within the broader healthcare enterprise.

Advancing a Unified Voice for Pharmacy– Perhaps no other topic is better suited to encourage our professional organizations to join our voices together to vigorously pursue health equity. These goals are shared priorities across all of our organizations and success can be clearly defined – when all members, alongside the patients they serve, achieve optimal health and realize their full professional potential.

Looking Forward

As pharmacy professionals and healthcare leaders, we commit to championing a healthcare paradigm that values diversity and equity at its core. In 2025, our collective resolve is stronger than ever to create a future where equity and inclusion are not just ideals, but realities woven into the fabric of healthcare. Together, we pledge to continue to advocate for justice, honor humanity, and support our professional communities and our patients in their pursuit of health and well-being.