

# Diversity & Inclusion in NI Pharmacy - Creating the right Culture



## 2021 Webinar Series

**Aim of series:** to promote a culture of diversity and inclusion within the NI pharmacy profession that aims to cultivate a safe and inclusive workplace environment; keeps us in step with our increasingly diversified workforce and population; and supports current and future workforce needs.

**Part 2/3: Gender & Equality of Opportunity**  
**Tuesday 27 July 2021 @7 - 8.30pm via Zoom**

### AGENDA

7pm Welcome & Introduction



**Andrew Cheung, Hospital Pharmacist, Belfast Health & Social Care Trust, Pharmacy Forum NI Equality, Diversity & Inclusion (EDI) Working Group Chair**  
**@PharmForumNI**

7:05pm Being a diamond



**Lelly Oboh, Consultant Pharmacist**  
**Guys and St Thomas NHS Trust Community Health Services & European Mentoring and Coaching Council Coach**  
**@LellyOboh**

Lelly will tell her story as a female pharmacist who has worked her way up the ranks and offer inspiration to others who are keen to do the same encouraging them to play to their strengths and core values. She will describe her career trajectory and the importance of role models and allies in addressing gender discrimination, taking into account the March 2021 PwC report: The impact of Covid-19 on women in work<sup>1</sup>.

7.15pm KEYNOTE ADDRESS: WONDER WOMEN



**Gary Kennedy, Chair of Greencore Group plc**  
**Co-Chair of Balance for Better Business**  
**@BalanceInBizIE**

In an analysis of 3,000 global companies, Credit Suisse found that shares of companies with at least one female director outperformed those with no female directors by at least 3.5% a year from 2005 to 2016. According to Gary Kennedy, "We have to stop undervaluing and underestimating the experience that women have gained when they are out of the office." The strengths of men and women are different. Gary will offer insights as to what pharmacy can do to capitalise on the full potential of women in the workplace and how we can harness the calibre, power, hunger and intellect of the younger female pharmacist generation.

7.35pm Work-life balance: getting it right in community pharmacy



**Anna McLaughlin, Pharmacist Manager**  
**Thornton's MediCare, Newcastle, Co. Down**

As discussed in webinar 1, the recruitment and retention of pharmacy staff in Northern Ireland is a key priority, with more than 1,100 additional roles being required over the next five years. In the Pharmacy Workforce Review 2020<sup>2</sup>, flexible working was recommended specifically for community pharmacy as a means to ensuring its sustainability. This session will highlight the benefits of flexible working and what employers, employees and government can do to support such arrangements.

<sup>1</sup> [www.pwc.co.uk/economic-services/WIWI/women-in-work-2021-executive-summary.pdf](http://www.pwc.co.uk/economic-services/WIWI/women-in-work-2021-executive-summary.pdf)

<sup>2</sup> [www.health-ni.gov.uk/publications/pharmacy-workforce-review-2020](http://www.health-ni.gov.uk/publications/pharmacy-workforce-review-2020)

7.45pm

## Women supporting Women to usher NI pharmacy forward



**Una O'Farrell**  
*Pharmacists' Defence Association (PDA) regional official for NI*  
[@the\\_pda](#) & [@uof84](#)

The PSNI Equality Monitoring Form 2020-21 shows that approximately 70% of women make up the NI pharmacy workforce. Una will share learnings from the PDA National Association of Women Pharmacists (NAWP) and describe what we can do better in NI pharmacy to support each other. What role and contribution can women make to nurturing an environment of collaboration in NI pharmacy? How can women be courageous and compassionate leaders?

7.55pm

## Tackling sex discrimination & promoting equality of opportunity



**Frank Fleming**  
*Equality Commission NI*  
[@EqualityCommNI](#)

Our EDI partner, the Equality Commission NI, will update participants on the structure of sex equality laws related to employment; pregnancy, maternity and indirect sex discrimination; equality in employment for women affected by menopause; sexual harassment; equal pay legislation; and the laws protecting employees who have undergone gender reassignment.

8.10pm

## Supporting transgender people in healthcare



**Alexa Moore**  
*Director, TransgenderNI*  
[@TransgenderNI](#)

You may be surprised as to how much benefit you as a pharmacist can bring to the psychological and emotional well-being of trans people. One simple way is by knowing the correct name and pronouns to use. This can enable you to make the difference between a traumatic experience and a truly uplifting one. Alexa will offer advice and guidance on how pharmacists can best manage on this front.

8.20pm

## Participant Q&A session

We are proactively asking that attendees submit their questions by email to [roisin.hughes@psni.org.uk](mailto:roisin.hughes@psni.org.uk) before the event in order to simplify the Q&A session. The event moderator will then invite you to ask your question on the evening.

Alternatively, during the event sessions, you can write your question using the Zoom's Chat function. Questions will be monitored throughout the event and answered during the Q&A session.

8.30pm

## Closing remarks



**Eamon O'Donnell, Clinical Pharmacist**  
*Pharmacy Forum NI Vice-Chair & Forum EDI Board Champion*  
[@PharmForumNI](#)

Find out about how you can get engaged in the Forum's evolving EDI agenda and join the final in the three-part webinar series taking place Tuesday 23 November @7-8:30pm on Dealing with disability (inc. mental & physical health) in pharmacy: Are we doing enough?

### Learning outcomes – Webinar 2

At the end of this webinar, you should be able to:

- identify key pieces of legislation related to gender equality and anti-discrimination
- appreciate the untapped potential of women's life experience to benefit the workplace and business in NI pharmacy
- describe the benefits of flexible working and job-sharing in practice
- understand how to support and communicate with transgender patients and members of the public
- signpost what support is available for staff facing gender and transgender discrimination and how to foster a mutually supportive work environment

### Upcoming Webinar – Save the date!

- **Webinar 3: Tuesday 23 November @7-8:30pm:** Dealing with disability (inc. mental & physical health) in pharmacy: Are we doing enough?

### Webinar 1: The case for inclusion and handling race – 23 March 2021

- Full details including event video recording at: [www.pfni.org.uk/edi-hub/whats-new](http://www.pfni.org.uk/edi-hub/whats-new)

**Pharmacy Forum NI** champions Inclusion & Diversity in NI pharmacy. Activity is developed by its Equality, Diversity & Inclusion (EDI) Working Group, which was set up in autumn 2020 with the aim to advance, encourage and support EDI in the Northern Ireland pharmacy workplace.

Visit: [www.pfni.org.uk/edi-hub](http://www.pfni.org.uk/edi-hub)

Pharmacy Forum NI is the professional leadership body for pharmacists in Northern Ireland, representing all sections of pharmacy practice including community, GP, hospital, industry and academia. It represents over 2,800 registered pharmacists and engages with almost 150 pharmacy Foundation Year pharmacists.

Visit: [www.pfni.org.uk](http://www.pfni.org.uk)



Types of unfair treatment such as discrimination, bullying and harassment might happen in the workplace. The **Pharmacist Advice and Support Service (PASS)**, managed by Pharmacy Forum NI, is set up to help the following beneficiaries in times of need:

- Pharmacists in Northern Ireland
- Former pharmacists
- Pre-registration trainees
- Widows & widowers of pharmacists
- Dependants of a pharmacist

PASS provides a range of free, impartial and confidential services including:

- Information and signposting to sources of support
- Face-to-face, telephone and specialist counselling
- Short-term financial assistance & funding for specialist treatment
- Future planning

If you would like to access PASS directly, or receive more information about the support available please contact the PASS Coordinator: email [pass@psni.org.uk](mailto:pass@psni.org.uk); tel. 07951 044876. All calls are confidential and will not be recorded.

Visit: [www.pfni.org.uk/pass](http://www.pfni.org.uk/pass)

**Pharmacy Futures NI** is a campaign that aims to attract pharmacists, pharmacy technicians and pharmacy staff to come and work in Northern Ireland.

More than 1,100 additional roles in the pharmacy sector in Northern Ireland will be required over the next five years. The search and recruitment is supported by the campaign.

Pharmacy Futures NI is led by Pharmacy Forum NI in partnership with the Department of Health for Northern Ireland.

Visit: [www.pharmacyfuturesni.com](http://www.pharmacyfuturesni.com)