

# DR. LAKESHA BUTLER

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I use my innovative strategies, courageous influence, compassionate heart and effective communication to serve, lead, educate and inspire others and organizations to develop, transform and succeed. I am an emotionally intelligent, visionary leader, collaborator, change agent and educator with over 7 years of diversity, equity and inclusion leadership experience and 15 years of experience in higher education, patient care and community engagement.

- Areas of Expertise:**
- Diversity, Equity and Inclusion (DEI)
  - Racial and Health Inequities
  - Healthcare Education
  - Strategic Planning & Execution
  - Organization & Team Leadership
  - Leadership Development
  - Collaboration & Teamwork
  - Coaching & Mentoring

EDUCATION & LICENSES	DIVERSITY TRAINING
<b>Pharmacist License</b> State of Illinois, 2005 - Present	<b>Certified Diversity Facilitator (CDFT)</b> NCCJ St. Louis, 2021
<b>Pharmacy Practice Residency</b> University of Illinois-Chicago, 2006	<b>IMPACT Diversity Fellow</b> Southern Illinois University Edwardsville, 2019 – Present
<b>Doctorate of Pharmacy</b> Mercer University, 2005	<b>Safe Zone Ally Training</b> Southern Illinois University Edwardsville, 2018
	<b>Diversity Leadership Fellowship Program</b> FOCUS St. Louis, 2014
	<b>St. Louis Business Diversity Initiative Fellow</b> St. Louis Regional Chamber, 2012-2013

PROFESSIONAL EXPERIENCES
<b>DIRECTOR OF DIVERSITY, EQUITY AND INCLUSION/COORDINATOR OF DIVERSITY AND INCLUSION   2017 - Present</b> Southern Illinois University Edwardsville School of Pharmacy (SOP), Edwardsville, Illinois <ul style="list-style-type: none"><li>• Lead SOP DEI committee and initiatives since 2014 and develop and implement inaugural SOP diversity and inclusion strategic plan utilizing data, metrics and best practices</li><li>• Serve as the key leader for strategy, policy, and practice related to enhancing diversity and equity, while fostering and maintaining a climate of inclusion within the school</li><li>• Lead the evaluation and implementation of best practices to promote equity, education, and overall inclusive excellence</li><li>• Collaborate with Academic Affairs to develop strategies to integrate and evaluate cultural competency and anti-racism education in the pharmacy curriculum and co-curricular activities (expanded curriculum to include topics of systemic oppression and racism, health outcomes associated with chronic racial trauma)</li><li>• Collaborate with key units and personnel on faculty/staff/student recruitment and retention processes to enhance under-represented minority (URM) representation and success (URM pharmacy students increased from 4-6% each year to 23% in 2018 and continues to improve)</li><li>• Lead and serve on standing school, university and system committees including the SIU Diversity &amp; Inclusion Strategic Planning Working Group (chair), SIU Diversity Advisory Committee, SIUE Antiracism Task Force Core Council, SIUE University Diversity Council, SIUE Meridian Scholars Selection Committee, SOP Extended Dean's Advisory Council, Pharmacy Advisory Board</li></ul>

- Coordinate and lead the SIUE Healthcare Diversity Summer camp, along with the Schools of Dental Medicine and Nursing, that serves as a national model for healthcare professional pipeline development
- Grow and cultivate relationships with key campus, regional and national stakeholders to identify and execute opportunities for DEI-related programs and initiatives.

### **CLINICAL PROFESSOR OF PHARMACY PRACTICE | 2006 - present**

Southern Illinois University Edwardsville, Edwardsville, Illinois

- National thought leader and speaker on cultural competency education, racial and health inequities, implicit bias and strategic and leadership development (delivering over 50 professional presentations)
- External and internal grant funding of over \$1.5 million for diversity & equity community outreach and innovative teaching and pharmacy practice strategies and programs
- Lead the SOP DEI committee from 2014-2020; My leadership led to the creation and promotion into the first formal DEI position in the SOP
- Lead and serve on standing school and university committees including promotion school committee chair, university planning and budget committee, provost, dean and faculty search committees, faculty development committee, strategic planning committee, faculty senate
- Developed and restructured required pharmacy course addressing cultural competency, health inequities, systemic racism, implicit bias; serves as a national model for pharmacy schools
- Didactic teaching and course coordination of 9 required courses averaging 50 hours of teaching each academic year including topics of pharmacy skills, leadership development, self-care and women's health (consistently higher than average teaching evaluation scores)
- Co-editor/co-author of pharmacy communications textbook required at multiple U.S. pharmacy schools; developed & published first health literacy instructional video
- Sole ambulatory care clinical pharmacist collaborating with interdisciplinary teams at clinics serving underserved populations and providing over 10,000 healthcare interventions resulting in improved patient health outcomes tracked by novel DOC-U-VENT program created with SIUE students

### **FOUNDER & OWNER | 2020 - Present**

Dr. Lakesha Butler, LLC – Disrupting the Status Quo, St. Louis, Missouri

- Provide educational workshops, keynote speeches and consulting services for healthcare organizations, higher education institutions, national healthcare leaders and the general community
- Facilitate the development and implementation of strategies to ensure equitable and inclusive practices and policies are integrated systematically
- Create a courageous space for the transformation of hearts, minds and culture
- Subject matter expert for upcoming national DEI certification and multiple platforms and projects
- Focus areas: systemic racism in healthcare, racial trauma, health inequities, implicit bias, cultural humility, empathetic leadership, inclusive excellence

### **RELEVANT PUBLICATIONS**

Allen JM, Abdul-Mutakabbir JC, Campbell HE, **Butler LM**. Ten recommendations to increase Black representation within pharmacy organization leadership. *American Journal of Health-System Pharmacy*. 2021 Feb 21;zxab07, doi:10.1093/ajhp/zxab077.

McDougle L, Hewlett D, Hutchins SS, Hood RG, **Butler LM**, Lang LK, Brooks OT, Caine VA, Whitley-Williams PN. Serving as trusted messengers about COVID-19 vaccines and therapeutics. *Journal of the National Medical Association*. 2021 Feb; 113(1): 6–7, doi: [10.1016/j.jnma.2021.01.003](https://doi.org/10.1016/j.jnma.2021.01.003)

Arya V, **Butler LM**, Leal S, Maine L, Alvarez N, Jackson N, Varkey A. Systemic racism: Pharmacists' role and responsibility. *Journal of the American Pharmacists Association*. 2020;60(6): E43-46, doi.org/10.1016/j.japh.2020.09.003

Arya V, **Butler LM**, Leal S, Maine L, Alvarez N, Jackson N, Varkey A. Systemic racism: Pharmacists' role and responsibility. *Journal of the American College of Clinical Pharmacy*. 2020;3(7): 1265-1268, doi.org/10.1002/jac5.1338

**Butler LM** (editorial). Confronting Racial Injustice. *Academic Pharmacy*. 2020, Issue 4: 15-25, Available from <https://issuu.com/aacp/docs/apn-2020issue4>

**Butler LM** (editorial). Looking Beyond a Patient's Indication. *Pharmacy Today*. 2020;26(10): 31-32, doi: <https://doi.org/10.1016/j.ptdy.2020.10.018>

**Butler LM**, Chen AM, Borja-Hart N, Arif S, Armbruster AL, Petry N, Riley AC. Assessment of a Multi-Institution Integration of Cultural Competency Activities. *Currents in Pharmacy Teaching and Learning*. 2020;12(5): 517-523, [doi.org/10.1016/j.cptl.2020.01.007](https://doi.org/10.1016/j.cptl.2020.01.007)

**Butler LM** and Bentley K. Developing Cultural Competency of Pharmacy Students Through Immersive Theater. *American Journal of Pharmaceutical Education*. 2020;84(6): Article 8220, doi: [10.5688/ajpe8220](https://doi.org/10.5688/ajpe8220)

**Butler LM**, Mai T, Santanello C. Assessing pharmacists' knowledge of halal medications to support the health beliefs of patients" *INNOVATIONS in pharmacy*. 2018;9(2), Article 18. Available from <https://pubs.lib.umn.edu/index.php/innovations/issue/view/97>

**Butler LM**. Pharmacy Schools Must Take Intentional Steps to Diversify and Prepare Their Students. *INSIGHT into Diversity*. 2018;90(4-5): 58-59. Available from <http://www.insightintodiversity.com>

**Butler LM** and Berkeley R. "School of Pharmacy Student Diversity and Inclusion Climate Assessment." *American Journal of Pharmaceutical Education*. 2017: 81(5), Article S5 p 89.

## RECENT PRESENTATIONS

**"Dismantling Structural Racism in Pharmacy: Our Individual and Organizational Responsibility"** Hematology/Oncology Pharmacy Association Annual Meeting, April 2021 (invited keynote speaker)

**"Systemic Racism: Impact on Health Outcomes"** University of Southern California Educational Webinar, March 2021 (invited, virtual speaker)

**"Deconstructing Systemic Racism: Addressing Social Determinants of Health in Pharmacy"** American Pharmacists Association Educational Webinar, February 2021 (invited, virtual speaker)

**"Dismantling Structural Racism in Pharmacy: Why it Matters to our Underrepresented Minority Communities"** Society of Infectious Disease Pharmacists Annual Conference, November 2020 (invited keynote speaker)

**"From Bias to Belonging"** American Pharmacists Association-Academy of Student Pharmacists National Meeting, November 2020 (invited, virtual speaker)

**"Racism as a Determinant of Health: Strategies to Build Trust with Racially Minoritized Patients"** University of Tennessee Health Science Center campus symposium, October 2020 (invited, virtual speaker)

**"Vaccine Uptake in Underserved Populations: Vaccine Hesitancy and Cultural Competency"** ProCE/Society of Infectious Disease Pharmacists continuing education for healthcare professionals, October 2020 (invited, virtual speaker)

**"Hidden Curriculum: A College-Wide Conversation About the Impact of Implicit Bias"** Philadelphia College of Pharmacy, September 2020 (invited, virtual speaker)

**“NPhA Racial Inequity Webinar Series: Why are we here? Facing the truth of history”** National Pharmaceutical Association Webinar, August 2020 (virtual speaker)

**“Standing Against Racial Injustices”** Kappa Epsilon Pharmacy Fraternity National Board of Directors, July 2020 (invited, virtual speaker)

**“Developing Cultural Humility for Faculty: Recognizing and Overcoming Bias”** Concordia University School of Pharmacy, April 2020 (invited, virtual speaker)

**“Implicit Bias Training for Pharmacy School Admission Interviewers”** American Association of Colleges of Pharmacy, February 2020 (invited webinar co-presenter)

**“Cultural Competency: Embarking on the Journey”** National Association of Social Workers Conference. Southern Illinois University School of Medicine, Springfield, Illinois, March 2019. (invited speaker)

## PROFESSIONAL SERVICE

**Equity Steering Committee Member**, Missouri Francis Howell School District, 2020-present

- Invited by district superintendent to provide equity expertise in developing strategies around hiring, curriculum, professional development and other areas

**Sole Pharmacist Taskforce Member**, National Medical Association Taskforce on COVID-19 Vaccines and Therapeutics, 2020-present

- Appointed to national taskforce of Black physicians to independently vet COVID-19 vaccines/therapeutics and clinical trial processes

**Committee Member**, US Pharmacopeia Healthcare Safety and Quality Expert, 2020-2025

- National appointment to collaborate with global stakeholders focusing on healthcare quality standards that support the US National Quality Strategy related to the use of medications

**National President & Foundation Board of Directors Trustee**, National Pharmaceutical Association (NPhA), 2016-present

- Increased membership by 60%; facilitated action with excellence through new advocacy efforts, building new collaborations, organizational excellence, restructuring and transformational branding; led collaboration of 15 national pharmacy organizations in taking action against racial injustices; provided a legacy of excellence

**President**, SIUE Black Faculty and Staff Association, 2018-2020

- INSIGHT into Diversity Inspiring Affinity Group Award recipients; First Black State of the Union; First Scholarship Gala- awarded three student scholarships; greater representation on university committees; restructured organization for operational efficiency and enhanced impact

**American Association of Colleges of Pharmacy (AACP)**, 2008-present

- National Delegate 2020-2021
- Council of Faculties Faculty Affairs Committee (chair) 2019-2020
- Programming Committee 2018-2020
- Audit Committee 2019-2020
- Finance Committee 2018-2019
- Pharmacy Practice Section (chair) 2018-2019 (over 2000 members, initiated national pharmacy faculty mentorship program)
- Taskforce on Leadership Pipeline Development 2018-present
- Pharmacy Practice Section (chair-elect) 2017-2018
- Health Disparities & Cultural Competence SIG (chair) 2015-2016

**American Pharmacists Association (APhA)**, 2016-present

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- Standing Policy Committee 2019-2020
  - Education Standing Committee 2018-2019
  - National Delegate 2016-2017

## BOARD MEMBERSHIP

- **American Red Cross St. Louis Metropolitan Board of Directors, 2017 – 2020**
  - Diversity and Inclusion committee (chair)
- **RX Outreach, 2011 - Present**
  - Treasurer
- **Volunteers in Medicine Clinic Board of Directors, 2009-2013**

## AWARDS & HONORS

- **Pharmacy Time's Face of Pharmacy, 2020**
- **AACP Health Disparities & Cultural Competency SIG Outstanding Member Award, 2020**
- **Phi Kappa Phi Honor Society, 2018**
- **SIUE Phenomenal Woman, 2018**
- **SIUE Kimmel Established Advisor of the Year, 2017**
- **95.5FM Making Black History in St. Louis honoree, 2016**
- **SIUE Champion for Diversity Award, 2015**
- **NPhA Terrence Burroughs Pharmacy Leadership Award, 2015**
- **SIUE School of Pharmacy Service Recognition Award for Faculty, 2014**
- **Urban League Young Professionals of Metropolitan St. Louis Distinguished Young Professional Award, Education and Youth Empowerment, 2013**
- **SIUE Kimmel Community Leadership Award for Faculty, 2013**
- **St. Louis American Foundation Salute to Young Leaders Award, 2013**

## PERSONAL ASSESSMENT

### Gallup Strength Finder Top 5 Strengths & Descriptions

- *Maximizer*: focus on what is good, and seek to transform it into something great
- *Strategic*: sort through the clutter and find the best, most efficient route to accomplish tasks
- *Relator*: great ability to form relationships with people no matter their social identity
- *Learner*: possesses a great desire to learn and continuously grow
- *Deliberative*: very careful and vigilant in decision making