



Penn Medicine
Center for Health Equity Advancement

The anti-Black racism and police brutality that we have witnessed this week is part of long-standing and larger set of sociopolitical and historical forces that have created systems that benefit some while harming others. These inequities impact all systems including our health care system. Understanding the role of racism in health care and how it manifests in our culture, our institutions, and in us as unconscious bias, is critical to advancing equity.

What Can You Do?

Understand

Understand that the trauma of racism is real for many across our Penn community. These events may have significant impact on those that experience microaggressions or anti-Black racism on a daily basis due to the color of their skin. Allowing individuals the time, space, and resources needed to process is important.

Know

Know that we are here to support you during this time. So if you need help in any way, please consider the following:

- [Immediate Support-Psychiatrist \(PennCobalt\)](#)
- [Immediate Support-Therapist \(PennCobalt\)](#)
- [Immediate Support-Coach \(PennCobalt\)](#)
- [Hotline 24/7 \(BlackLine\)](#)
- [Penn Medicine Together](#)
- [PennCobalt](#)

Take action and start a conversation

Acknowledge and validate what's happening with those around you. Silence speaks volumes. Initiating conversations about race and racism may be difficult, but they are necessary. "In no other capacity is a problem solved by not talking about it." -Ibram X. Kendi.

How to engage in conversations about

Race and Racism:

- [Tips on Taking Meaningful Action Against Racism as Leaders and Managers](#)
- [Discussing Race, Racism, and Other Difficult Topics](#)

How to discuss these topics

with your children:

- [How to talk to kids about race and racism](#)
- [How to talk to children about difficult news](#)

Please AVOID asking Black minorities for help facilitating these discussions or providing anti-racist education. Instead, contact us at healthequity@uphs.upenn.edu if you need further assistance. We are here to help.

Learn more

- [Tools for a National Campaign Against Racism- Dr. Camara Jones, HEW 2018](#)
- [Online Module on Equity and Cultural Humility](#) and [Health Equity Module Trailer](#)
- [PennCobalt- On Your Time](#)
- [Office of Inclusion and Diversity: Unconscious Bias Workshops](#)
- [The 1619 Project](#) and [Penn & Slavery Project](#)
- [Learn more about your own Implicit Bias](#)
- [Understanding privilege](#)

Join us

What we pledge to do:

We recognize that dialogue and words are not enough. We are committed to advancing equity, inclusion, and an anti-racist culture at Penn Medicine. We realize that creating an anti-racist culture begins with organizations understanding how to measure inclusion within our clinical and learning environments. In the past few years, we heard from you on how to [improve inclusion](#) and are actively engaged in implementing strategies to address your concerns and experiences. Whether it is providing [education](#) and [training](#) or implementing ways to combat racial microaggressions or unequal application of expectations, we will continue to strive to create an environment where every unique voice and perspective is heard and valued. To learn more or join our ongoing efforts, contact us at healthequity@uphs.upenn.edu.

Stay Tuned

In the days and weeks ahead we will continue to work together across Penn Medicine to create forums for all of us to listen, learn, and continue to take action together to advance equity, inclusion, and an anti-racist culture.