

From: Office of Inclusion, Diversity and Equity
To: Penn Medicine Community
Subject: Statement on Antisemitic and Islamophobic violence

We have witnessed an alarming and deeply troubling surge of antisemitic and Islamophobic violence and discrimination worldwide, and in our region, in response to the escalating conflict in the Middle East. We write today to denounce these appalling acts and to assure our students, faculty, staff, and postdocs that Penn Medicine is unwavering in our commitment to providing you with a safe, welcoming, and supportive work and learning environment.

Among our highest priorities as an organization is ensuring that everyone is safe while fostering an environment that upholds the Action for Cultural Transformation (ACT) values of inclusion, diversity, equity, respect, and cultural humility. We will not tolerate discrimination, hatred, intimidation, or violence that is directed at any member of the Penn Medicine community.

As we progress with ACT, we will continue to deepen our commitment to operationalize the vision of Penn Medicine being united as an antiracist, equitable, diverse and inclusive organization. While the effort coalesced around last summer's protests in response to the violence perpetrated against George Floyd, ACT is devised to enhance support to all members of our community experiencing any stigma, bias, or discrimination.

At this time of great stress for our Jewish and Muslim colleagues, we want you to know that we stand strongly and proudly alongside you with respect and understanding. We are grateful that you are part of our community, and we offer our full support at this most difficult and trying time.

Kya Hertz
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