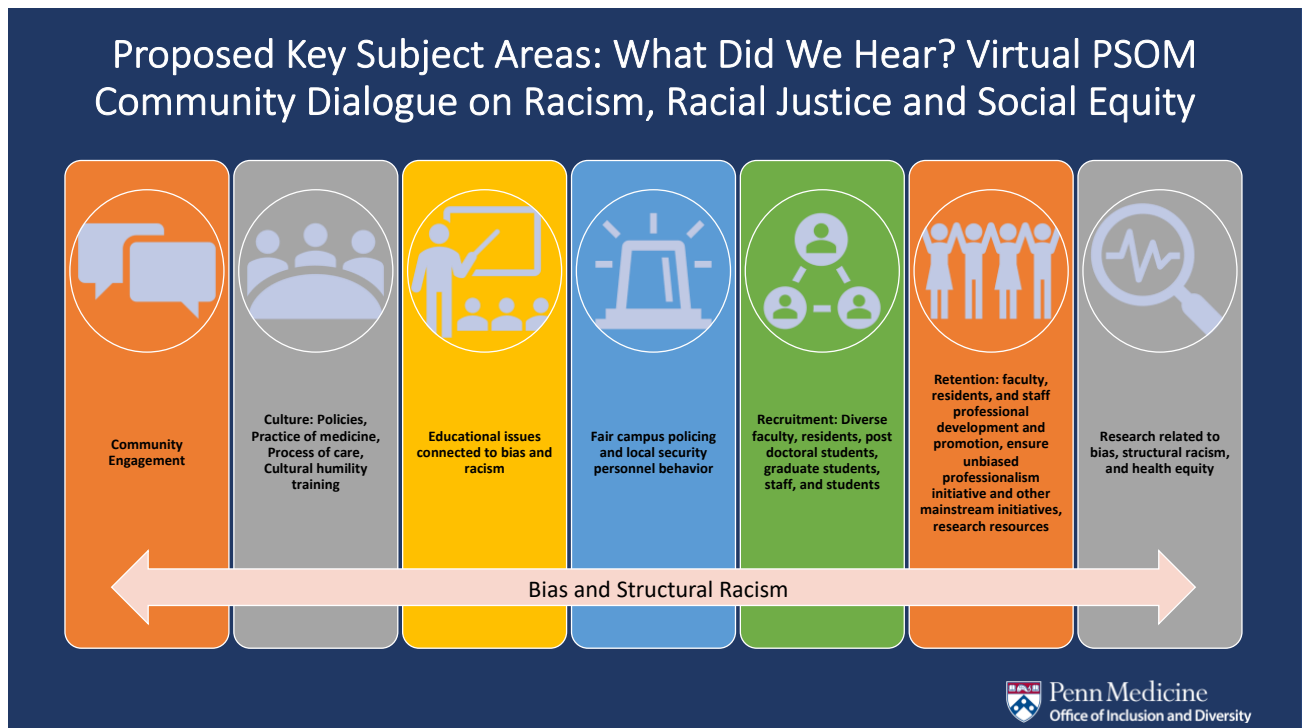


Strategic Planning on Racism, Racial Justice and Social Equity

Dear Penn Medicine Community,

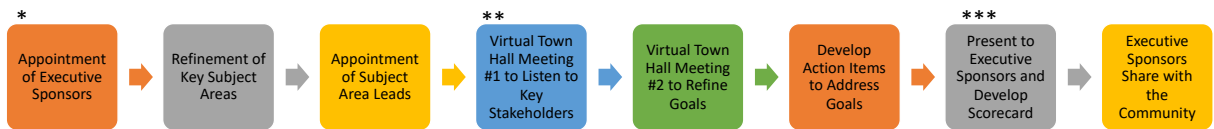
The Penn Medicine Office of Inclusion and Diversity (OID), in partnership with executive leadership, and other leadership and representatives throughout Penn Medicine and the Children's Hospital of Philadelphia (CHOP) continue to work to implement an ever-evolving strategic plan around racism, racial justice, and social equity. This strategic plan is a multi-prong approach aimed at combating several key areas of concern we heard during the Penn Medicine Virtual Community Town Hall on Monday, June 8th 2020 and thereafter. The community town hall, which was the first of many, served as the precursor to our whole-scale strategic planning process. It allowed us, as a community to become better aware and acknowledge the pain and suffering of individuals that deal with racism and inequities every day. This virtual meeting resulted in a unified view that significant change is needed in order to uphold our mission, vision, and values as an institution as well as the need for developing strategies that will have a sustainable impact on our culture and community. The *proposed* whole-scale process includes:

- I. Appointment of Executive Sponsors
 - a. J. Larry Jameson, Dean, Perelman School of Medicine
 - b. Madeline Bell, President and CEO, CHOP
 - c. Kevin Mahoney, CEO, UPHS
 - d. Wendell Pritchett, Provost, University of Pennsylvania
 - e. Eve J. Higginbotham, Vice Dean, Perelman School of Medicine
 - f. Nursing Executive (not yet identified)
 - g. Staff Representative (not yet identified)
- II. Proposed Key Subject Areas: Are There Any Subject Areas Missing?



- III. Appointment of Subject Area Leads, Who Will Lead the Town Halls Across the System
- IV. Series of Virtual Town Hall Meetings to Listen to Key Stakeholders and Refine Goals

Virtual PSOM/CHOP Strategic Planning on Racism, Racial Justice and Social Equity



*Proposed Executive Sponsors: Larry Jameson, Madeline Bell, Kevin Mahoney, Wendell Pritchett, Eve Higginbotham, Nursing Executive, Staff Representative
**Town Hall Meetings Can be Conducted in Parallel at PSOM, Penn Medicine, CHOP
***Ensure that all proposed processes are transparent and there is clear accountability



- V. Develop Action Items to Address Goals
- VI. Present to Executive Sponsors and Develop a Balanced Scorecard
 - a. Includes measurable action steps and a timeline for each action
 - b. Create an effective system of accountability
- VII. Executive Sponsors Share with the Penn Community

As physicians, scientists, staff, students, and educators we know and understand the value in collaboration. Therefore, in an effort to honor and include the perspective of diverse voices in our community, we encourage all individuals and groups throughout the institution to participate and provide input and feedback. The intention of this whole-scale approach is to engage with everyone in the Penn Medicine enterprise to truly reach an inclusive and just community for all. We seek your input on this proposal, particularly on the proposed key subject areas, and ongoing steps in the process. **Please email the Office of Inclusion and Diversity: oid@mail.med.upenn.edu by June 24, 2020.**