



EVENT NAME

Lead Strong LIVEcast: Lunch with Leaders

EVENT DATE: THURSDAY, 28 JANUARY 2021

EVENT BY: MTP 4

EVENT CHAT

[2021-01-28 11:53:50] [Gretchen Kolb] Welcome to Lunch with Leaders with our specialist guests: o Dwaine Duckett, SVP, Chief Human Resources Officer, UPHS

o Eve Higginbotham, SM, MD, ML, Vice Dean for Inclusion and Diversity, Perelman School of Medicine

o Judith McKenzie, MD, MPH, Division Chief, Residency Program Director, Division of Occupational Medicine

o Lea Rubini, Director, Change Management, PMA

[2021-01-28 11:55:13] [Gretchen Kolb] Grab your lunch - We will get started in ~5 minutes

[2021-01-28 12:01:15] [Gretchen Kolb] We love hearing from you. Please use the chat function to add your comments and feedback

[2021-01-28 12:01:45] [Gretchen Kolb] The recording for this session, other resources and presentations are available via Lead Strong at:

<https://www.med.upenn.edu/uphscovid19education/lead-strong.html>

[2021-01-28 12:04:16] [Gretchen Kolb] Find the job aid on having conversations with your team about COVID-19 vaccine on the webpage

<http://accesspoint.uphs.upenn.edu/sites/preparedness/coronavirus/Pages/vaccine-information.aspx>

[2021-01-28 12:05:02] [Gretchen Kolb] Virtual Martin Luther King Jr. Health Equity Symposium.

Registration: <https://www.eventbrite.com/e/2021-martin-luther-king-jr-health-equity-symposium-tickets-132281013071>

[2021-01-28 12:06:45] [Gretchen Kolb] Using your cell phone, text "penmedicine918" to "22333"

[2021-01-28 12:07:01] [Gretchen Kolb] If you are on your computer, you can also click on the link on chat [PollEv.com/penmedicine918](https://www.pollEv.com/penmedicine918)

[2021-01-28 12:09:00] [Kia Newman] grateful

[2021-01-28 12:09:15] [Dr. Rachael Sampson, MD, FACOG] Optimistic

[2021-01-28 12:14:41] [Jen Rader] Amanda Gorman was amazing!

[2021-01-28 12:15:49] [Kylie Todaro] She was, Jen!

And, I am so thankful to see an overview of ACT.

[2021-01-28 12:15:51] [Tami Montroy] Yes. I hope she continues to be a bright beacon for our future.

[2021-01-28 12:16:00] [Zenas Colt] "There is always light. If only we're brave enough to see it. If only we're brave enough to be it." - Amanda Gorman

[2021-01-28 12:16:53] [Sarah Winawer-Wetzel] So glad to see the gift to the school district; I hope we continue to increase that commitment!

[2021-01-28 12:17:21] [margaret bretschnider] Love the commitment to local education!

[2021-01-28 12:17:26] [Gretchen Kolb] Thoughts? Reactions? What stands out the most?

[2021-01-28 12:17:28] [Debra] I was so proud of Penn contributing to the Phila School District!

[2021-01-28 12:17:28] [Christine Tierney] Great roadmap for us to get started. both at the system level and our local level.

[2021-01-28 12:17:36] [Jenny Swanson] It's refreshing and exciting to see actions being taken, and continued goals for direct actions.

[2021-01-28 12:17:45] [Jay Bailey] Proud of Penn's efforts

[2021-01-28 12:17:51] [Sarah Winawer-Wetzel] Education: We have a small program that has an issue with recruiting UR minorities. I would love help at an SOM-level in creating a pipeline program.

[2021-01-28 12:17:55] [Rich Wender] The right start. Access to primary care is a crucial goal. Expanding diversity - being more inclusive. All key



[2021-01-28 12:18:02] [Ellen Napier] I like the mortgage programs for BIPOC families
[2021-01-28 12:18:04] [Danielle Heffner] Sounds "real" and doable. Not too pie in the sky to accomplish, but REAL actionable plan
[2021-01-28 12:18:07] [Michael Feldman] Love the South Philly partnership in our COVID lab
[2021-01-28 12:18:07] [Phillip Ramautar, LSW] Who is part of the 6 steering committees?
[2021-01-28 12:18:07] [Dolan Kneafsey] I am happy to see action steps and Penn's commitment to becoming anti-racist
[2021-01-28 12:18:09] [gary] It is a start but long road ahead
[2021-01-28 12:18:09] [Nicole Rojas] Yes! Here at LGH we are working on similar items
[2021-01-28 12:18:10] [Crystal Mitchell] The core values are a great start!
[2021-01-28 12:18:14] [Kellie Wilson] I'm excited that the work we're doing at LGH is very much aligned with the System's actions.
[2021-01-28 12:18:18] [Michael Hart] so excited to see so many short term actions!
[2021-01-28 12:18:23] [Sarah Winawer-Wetzel] Will this deck be circulated?
[2021-01-28 12:18:32] [Lisa Kldd] these look really good to me. within our organization, IMPaCT, Penn Center for Community Health Workers, we have are also having similar focus as whats listed here
[2021-01-28 12:18:40] [Tanya O'Neill] promising and credible start
[2021-01-28 12:18:54] [Lisa Kldd] also within Penn Medicine at Home. A great start here
[2021-01-28 12:19:09] [Jen Rader] Love that we started taking actions immediately with just do its!
[2021-01-28 12:19:16] [katie opher] love seeing a real honest plan.
[2021-01-28 12:19:45] [Gretchen Kolb] @Sarah Winawer - the slides will be available along with this recording on the Lead Strong site: <https://www.med.upenn.edu/uphscovid19education/lead-strong.html>
[2021-01-28 12:20:20] [Tami Montroy] Are we planning any COVID vaccination clinics in underserved communities? I would volunteer my time to supporting an activity like that if we had one.
[2021-01-28 12:21:59] [LaKirah] We have to START from somewhere...Looks promising to me.
[2021-01-28 12:22:07] [Cindy Morrisey] How will you form the workgroups? I'm sure many of us would love to volunteer!
[2021-01-28 12:22:45] [Tami Montroy] @Cindy Morrisey - I completely agree. Would love to volunteer and support these efforts.
[2021-01-28 12:23:17] [Sarah Winawer-Wetzel] @Cindy & @Tami -- I echo this!
[2021-01-28 12:23:52] [Manuj Agarwal] How can we incorporate some of these aspects into recruitment and new employee/staff hiring?
[2021-01-28 12:24:03] [LaTonia Brown-Dickerson] This is great!!! How can I volunteer and/or give my support?
[2021-01-28 12:24:04] [Lisa Kldd] is there a way to report bias within the health system?
[2021-01-28 12:24:19] [Jen] agree! we need to be able to share our experiences without the fear of being punished or retribution
[2021-01-28 12:24:26] [Jessica Jarmon] I'd be interested in volunteering as well!
[2021-01-28 12:25:01] [Lisa Kldd] yes definitely Jen
[2021-01-28 12:25:01] [Michael Feldman] West Philly Skills Initiative, our future leaders started in COVID labs
[2021-01-28 12:25:14] [Jenny Swanson] Confidentiality and ways to eliminate retaliation when reporting bias would be VERY important, as trust is low in some of the Penn Medicine entities. In Penn Medicine, being able to confidentially report complaints would be highly appreciated. As folks are saying above.
[2021-01-28 12:26:26] [Gretchen Kolb] What Just Do Its are you proud of locally?
[2021-01-28 12:26:37] [Kia Newman] The conditional biases really have to change. Most people do not realize their biases
[2021-01-28 12:26:41] [Florence Momplaisir] Dwaine, this is such an important initiative because we hear so many roadblocks during our town halls about barriers for recruitment for people of color
[2021-01-28 12:27:05] [Kari Mastro] Open conversation s in staff meetings and direct report meetings
[2021-01-28 12:27:09] [Jen] love this plan! i think it' so refreshing to have a real road map for change!
Curious how do Asians and members of the LGBTQ community fit into the plan/vision to eliminate bias?



[2021-01-28 12:27:15] [Tami Montroy] Passing the information these leaders are communicating to us is a super easy just do it. Penn's commitment to this initiative.

[2021-01-28 12:27:26] [Sarah Winawer-Wetzel] The Palliative Care Program has formed a Diversity, Equity, and Inclusion Taskforce that meets monthly and spends 50% of its time focusing on action items and 50% on education (case studies, articles, other issues, etc.)

[2021-01-28 12:27:51] [George Crowley] Proud of the CPUP Anti-Racism Committee and the great work already done!

[2021-01-28 12:28:08] [Kari Mastro] Sharing all educational opportunities that I have received to the general nursing listserve

[2021-01-28 12:28:38] [Rich Wender] Successfully recruiting diverse individual at a leadership level. Department wide conversations after disturbing events, like Capitol raid. Anti racism task force since 2019

[2021-01-28 12:28:41] [Gary Kao] The Dept. of Radiation Oncology is ALL-IN:

[2021-01-28 12:28:44] [Gary Kao] <https://www.xrt.upenn.edu/DEI/#>

[2021-01-28 12:29:02] [Amy Schwartz] we now have quarterly "town halls" where we can provide a safe space to continue this important conversation/effort. each town hall has a theme with a guest speaker (next one will be around Health Equity).

[2021-01-28 12:29:06] [Amanda Williams] Engaging my colleagues in discussions about bias, privilege and allyship.

[2021-01-28 12:29:22] [susan.crow] Making an intentional effort to further diversify our Patient and Family Advisory Council and include them earlier and more often in problem solving and innovation.

[2021-01-28 12:29:56] [Gretchen Kolb] Who has 100% of their team through UB training?

[2021-01-28 12:29:57] [Kia Newman] I liked the training, but it wasn't "uncomfortable" enough. Most people completed the training because they had to. It was more worried about did we complete to make the numbers to show we completed the training

[2021-01-28 12:29:57] [Philip Cooper] Thanks for the transparency on Data . I think consistently be able to see how the organization is trending towards are target is so important

[2021-01-28 12:30:29] [Lisa Kldd] we held small group meetings to discuss our culture within our team. we came up with themes, and next steps and recently we reported out to management and leadership. we also discussed recruitment, professional development and how to best use the patient /chw voice and narrative

[2021-01-28 12:30:37] [Debra] I just reminded my staff-- about a third had completed it. I keep it as a standing agenda item in team meetings

[2021-01-28 12:30:37] [Amanda Williams] @ Kia - Yes, this cannot be another check the box task

[2021-01-28 12:30:41] [Sarah Winawer-Wetzel] The Palliative Care Program scheduled our unconscious bias training during our regular grand rounds timeslot -- helped a lot with attendance.

[2021-01-28 12:30:44] [Kristen Daskilewicz] Yup we're 100% trained! It's now part of our onboarding checklist to make sure it happens asap. I also created an internal deadline for our current staff to complete this training and followed up individually as needed

[2021-01-28 12:31:20] [Gretchen Kolb] PMA is at 100%, but we know that this is just the first step to set the ground work and level set for all of us

[2021-01-28 12:31:22] [Lisa Kldd] agreed Amanda

[2021-01-28 12:31:53] [Gretchen Kolb] Well said Dwaine!

[2021-01-28 12:31:56] [Kristen Daskilewicz] i.e. we communicated the importance of this training with our staff, putting it right up there with ethics training, GCP, etc.

[2021-01-28 12:32:10] [Crystal Mitchell] The System and entity town halls have been instrumental in sharing what PM is working on in regards to managing diversity and inclusiveness.

[2021-01-28 12:33:38] [Robert H Vonderheide] after our system wide, base training, is there a way to have a "501" level training for those interested? to go deeper?

[2021-01-28 12:33:48] [Crystal Mitchell] Yes! Mr. Duckett just completed my thoughts!!!

[2021-01-28 12:34:04] [Susan McGarvey] where is the cultural humility training available? is it on knowledge link?

[2021-01-28 12:34:27] [Jessica Jarmon] Yes Susan- KL

[2021-01-28 12:34:35] [Gretchen Kolb] @Susan, yes, it is in Knowledge Link, but not assigned as required



[2021-01-28 12:35:03] [Courtney Summers] Added to onboarding check-list, follow-up with individuals that have exceeded due date set in KnowledgeLink, and frame the value of the training as something that is part of our department's mission so that staff can see that this is not just something to complete and forget about, but something to integrate into our everyday work.

[2021-01-28 12:35:08] [Debra] Maybe it should be assigned as "required"

[2021-01-28 12:36:03] [Jessica Jarmon] I agree it should be required!

[2021-01-28 12:36:51] [Sarah Winawer-Wetzel] We need work around DEI to be funded/allocated in terms of time and/or dollars. It can't just be "freebie" work. Leading and driving this work should have some corporate support.

[2021-01-28 12:37:12] [Lisa Kldd] Agreed Sarah.

[2021-01-28 12:37:26] [Jenny Bencardino] We all need to learn to sit in our discomfort and be active listeners

[2021-01-28 12:37:31] [Philip Cooper] Agreed Sarah!

[2021-01-28 12:37:57] [Jen Rader] Inclusion, Diversity and Cultural Humility (Knowledge Link)

• Center for Health Equity Advancement (Knowledge Link)

[2021-01-28 12:38:03] [Jessica Jarmon] People shouldn't be able to "opt out" of being educated/trained on Unconscious Bias.

[2021-01-28 12:38:25] [LaTonia Brown-Dickerson] Some of the challenges are that some of the leaders are not considered about making a difference and as a result aren't really engaged

[2021-01-28 12:38:38] [Gretchen Kolb] @Jessica - it is required for all

[2021-01-28 12:39:00] [Jenny Swanson] As a co-leader in some of the initiatives at PMAH, management budgeting time in our schedules and our salaries for this would be extremely helpful so we aren't just adding it to our already incredibly busy schedules.

[2021-01-28 12:39:11] [Florence Momplaisir] Thank you so much Judith for your leadership with the vaccine roll-out!

[2021-01-28 12:39:15] [Kristen Daskilewicz] agreed that financial support is needed to do DEI work. and along with that it should be included as part of job descriptions where applicable.

[2021-01-28 12:39:17] [Jen Rader] Inclusion, Diversity, Cultural Humility in KL

<https://performancemanager4.successfactors.com/sf/learning?destUrl=https%3a%2f%2fupenn%2eplateau%2ecom%2flearning%2fuser%2fdeeplink%5fredirect%2ejsp%3flinkId%3dONLINE%5fCONTENT%5fSTRUCTURE%26componentID%3dHS%2e82100%2eITEM%2eINCIVCUL%26componentTypeID%3dCOURSE%26revisionDate%3d157107990000%26fromSF%3dY&company=71508P>

[2021-01-28 12:39:22] [Kim Hills] the vaccine clinic rocks!

[2021-01-28 12:39:33] [Tami Montroy] @Jen Rader - THANK YOU!!!!

[2021-01-28 12:39:49] [Jen Rader] Health Equity Advancement in KL

[2021-01-28 12:39:52] [Jen Rader]

<https://performancemanager4.successfactors.com/sf/learning?destUrl=https%3a%2f%2fupenn%2eplateau%2ecom%2flearning%2fuser%2fdeeplink%5fredirect%2ejsp%3flinkId%3dONLINE%5fCONTENT%5fSTRUCTURE%26componentID%3dHS%2e00001%2eITEM%2eCHEA%26componentTypeID%3dCOURSE%26revisionDate%3d1553281020000%26fromSF%3dY&company=71508P>

[2021-01-28 12:39:56] [DAW] The vaccination clinic is so well done. Grateful to have participated as both a patient and a vaccinator! THANK YOU

[2021-01-28 12:39:58] [Gretchen Kolb] Agreed, vaccine administration at PCAM well oiled machines!

[2021-01-28 12:39:58] [Brie] Taking more steps to be intentional is important. In Philadelphia and at PM we have an abundance of highly educated people of color and marginalized groups that truly desire an opportunity and for someone to take a chance on developing talent that may not come perfectly packaged. Through these initiatives the hope would be we see it and as Sarah said it needs to be ingrained in leading all of our work because its imperative to have representation of the community and in corporate it in how we provide care.

[2021-01-28 12:40:04] [Jessica Jarmon] Gretchen- I just meant assigned as required on KL.

[2021-01-28 12:40:04] [Aimee Ando] Skilled, hired facilitators and/or dedicated resources via HR to train facilitators to conduct sessions to mediate conflict around racial tension in the workplace, particularly if there are power dynamics in place between personnel in conflict.



[2021-01-28 12:40:12] [Debra] Great job with vaccines!

[2021-01-28 12:40:19] [Danielle Heffner] Pennsy vaccine clinic is really amazing!

[2021-01-28 12:40:43] [Lisa Kldd] many folks aren't feeling safe to speak at times for fear of retaliation or even that they are asking how can we know leadership is invested and will be held accountable for our work

[2021-01-28 12:40:57] [Kia Newman] AGREED Lisa!

[2021-01-28 12:41:00] [Brie] Agreed Lisa!

[2021-01-28 12:41:35] [Aimee Ando] Resource need; Large-scale policy analysis and reform to ensure anti-racist policies / procedures

[2021-01-28 12:41:40] [Lisa Kldd] my vaccine experience was great and Kudos to health system and PPMC

[2021-01-28 12:41:41] [Krishna Powell] Yay PAH! She is right very efficient and organized. I couldnt ask for anything better

[2021-01-28 12:42:04] [Jessica Jarmon] Amen Aimee!

[2021-01-28 12:42:07] [Nicole mcgovern] also among younger women I work with who are concerned about effects re: to future childbearing

[2021-01-28 12:42:14] [Giovanna] I agree / thank you for a great job to the Presby team. very friendly and quick.

[2021-01-28 12:42:46] [Tami Montroy] @Nicole Mcgovern - same here!

[2021-01-28 12:42:54] [Kim Hills] my team feels very grateful for being able to get vaccine, we have 100% participation!

[2021-01-28 12:43:01] [Jen Rader] Leadership Pathway: How to talk to your team about diversity and inclusion. https://rise.articulate.com/share/LidLIZ3Rg7pO3cNQe4QE_mRijVptwdW#/

[2021-01-28 12:43:07] [Lisa Kldd] woohoo Kim!!

[2021-01-28 12:43:15] [Gretchen Kolb] How are you helping your teams making decisions around vaccination?

[2021-01-28 12:43:23] [Lisa Kldd] thanks Jen

[2021-01-28 12:43:52] [Tami Montroy] I encouraged my team to attend the HUP vaccination townhall. That changed a lot of minds on my team

[2021-01-28 12:44:26] [Lisa Kldd] being available to chat with my colleagues and family about my vaccine experience and giving details on my social media platforms.

[2021-01-28 12:44:34] [colleen Bynum] I played the town hall for my team.

[2021-01-28 12:44:35] [Kylie Todaro] Talking about my own experience and seeking to understand their why. It is a super personal decision and I think open/ vulnerable conversations go a long way.

[2021-01-28 12:44:36] [Sherine Koshy] I actually sent an email to all staff today sending links to the townhall, and other tidbits regarding vaccine facts that may have been missed in the email communications

[2021-01-28 12:44:42] [Kellie Wilson] Video & written testimonials from diverse employees re: getting their own vaccines.

[2021-01-28 12:44:46] [Rich Wender] We made ourselves very available to staff. Joe Teel came up with a game to drive questions about the vaccine. Very effective. Supportive, respectful, reliably available.

[2021-01-28 12:44:47] [Brittany] I speak to my team as much as I can about my experience.

[2021-01-28 12:44:52] [Robert Bacon] Sent email to department that I was first in line. Encouraged the department to attend the session offered by Dr Fishman addressing this very topic

[2021-01-28 12:45:28] [Gretchen Kolb] Here is the link for the CPUP townhall. Very powerful. <http://uphs.informz.net/z/cjUucD9taT05ODE1NjgzJnA9MSZ1PTEzMjA4MjY0NjYmbGk9ODM2NDAwNjk/index.html>

[2021-01-28 12:45:42] [Lisa Kldd] agreed Kylie

[2021-01-28 12:45:58] [Lisa Kldd] well done Kellee

[2021-01-28 12:46:01] [colleen Bynum] Talk about prisoners and research

[2021-01-28 12:46:48] [Kia Newman] it was just assumed on my team that everyone was getting the vaccine when most of the people of color still do not want it, I have spoken with my co-workers to encourage but it is still a historical fear.. I am doing what I can by offering to go with them.

[2021-01-28 12:47:10] [Lisa Kldd] nice Kia

[2021-01-28 12:47:20] [susan.crow] I was very vulnerable with my team and shared my initial reservations and how I educated myself and alleviated those concerns. Gave them permission to talk about concerns (their own and those of peers)

[2021-01-28 12:47:34] [colleen Bynum] great Kia

[2021-01-28 12:48:08] [Terese Kornet] Not all staff (out sourced) have access to Penn intranet site so i have printed the CDC information sheets for two employees who wanted more information.. I have shared my experinces with getting the vaccine and working in the vaccine clinic. Have offered to have them schedule when i am working if that would help them feel more comfortable

[2021-01-28 12:49:13] [colleen Bynum] neo-soul

[2021-01-28 12:49:24] [Florence Momplaisir] Amen to that!

[2021-01-28 12:49:34] [Jessie] Love your music of choice, Judith! Ditto

[2021-01-28 12:49:44] [Tarskia Chase] Me too, Judith

[2021-01-28 12:49:51] [Christine Tierney] I was secretly hoping Judith said Prince!

[2021-01-28 12:50:02] [Lisa Klidd] lol Christine

[2021-01-28 12:50:09] [Catherine Bordelon] LOL

[2021-01-28 12:50:59] [Kim Hills] WW2 vets - very special people

[2021-01-28 12:51:00] [LaTonia Brown-Dickerson] Wonderful story!!

[2021-01-28 12:51:14] [Emilee Smith] Great story!

[2021-01-28 12:51:25] [Lisa Klidd] Excellent - empathy and persistence

[2021-01-28 12:51:28] [Quinetta Lee] Very inspiring! Thank you for sharing!

[2021-01-28 12:51:36] [Kia Newman] Yes Mr. Duckett! My parents taught me how to be a leader and it's where I get my work ethic from.. THANK YOU!

[2021-01-28 12:52:02] [LaTonia Brown-Dickerson] Wow!!! Incredible story!!!

[2021-01-28 12:52:03] [Kia Newman] Dr. Higginbotham love the pearls!

[2021-01-28 12:52:31] [Kia Newman] You as well Lea! Love the pearls

[2021-01-28 12:52:41] [LaTonia Brown-Dickerson] Great jam!!!

[2021-01-28 12:52:54] [LaTonia Brown-Dickerson] #Pearls

[2021-01-28 12:53:02] [Emilee Smith] #Pearls

[2021-01-28 12:53:04] [Lisa Klidd] access to opportunity!!

[2021-01-28 12:53:10] [Jen] Love hearing everyone's story!!!

[2021-01-28 12:53:29] [Tracy Johnson] yasss . . . "Good Job"!!!

[2021-01-28 12:53:30] [Lisa Klidd] that Alicia Keys song is my jam too Dr. Higginbotham!!

[2021-01-28 12:53:48] [Quinetta Lee] Thank you Dr. Higginbotham! I love your determination

[2021-01-28 12:53:59] [Melanie] #Leaisawesome

[2021-01-28 12:54:00] [Danielle Heffner] Lea is a fantastic leader!

[2021-01-28 12:54:14] [Christine Gasperetti] what she's really doing is saying how to respect diversity!

[2021-01-28 12:54:21] [Jackie Hall] These stories are very inspiring! Thank you!

[2021-01-28 12:54:46] [Dolan Kneafsey] Thanks so much, Dr. Higginbotham and everyone else. I have to run but I so appreciate this series.

[2021-01-28 12:54:47] [Carmen Guerra] Dr. Higginbotham, thank you for sharing your painful stories and for continuing to give opportunities to so many of us at Penn!

[2021-01-28 12:54:52] [Lisa Klidd] i love this ! "respect diversity"

[2021-01-28 12:54:52] [Reina Fleury] All great stories. thank you for sharing!

[2021-01-28 12:55:01] [Lisa Klidd] silence is golden

[2021-01-28 12:55:09] [Kylie Todaro] "I like silence" hahaha. I love it!

[2021-01-28 12:55:19] [Carol Burkhead] Thank you, very inspiring!

[2021-01-28 12:55:25] [Tracy Johnson] I welcome the silence as well . . .

[2021-01-28 12:55:25] [Lisa Klidd] wow all the way back Mr. Duckett!!

[2021-01-28 12:55:27] [Lawrence Berthold] Jaco! Great pick, Dwaine!

[2021-01-28 12:55:36] [Leena Alex] Inspiring. Thank you.

[2021-01-28 12:55:36] [Kylie Todaro] Such an awesome Lunch with Leaders! Thank you all!

[2021-01-28 12:55:39] [Catherine Bordelon] Thank you all!



[2021-01-28 12:55:41] [George Iyob] Great session! Thank you for sharing your knowledge and experience!

[2021-01-28 12:55:42] [Ebony Smith] Thank you Team!

[2021-01-28 12:55:51] [Zenas Colt] Great session. Very informative and inspiring, thank you!

[2021-01-28 12:55:53] [Gretchen Kolb] The recording for this session, other resources and presentations are available via Lead Strong site at: <https://www.med.upenn.edu/uphscovid19education/lead-strong.html>

[2021-01-28 12:55:53] [Kimberley Elam] Thank you all. This was awesome!

[2021-01-28 12:55:56] [Dr. Rachael Sampson, MD, FACOG] Thank you everyone. Go team!

[2021-01-28 12:56:02] [Kellie Wilson] Thank you!!

[2021-01-28 12:56:04] [Quinetta Lee] thank you all for sharing your stories and being amazing leaders!

[2021-01-28 12:56:04] [Melanie] Thank you for hosting - this was both important and wonderful.

[2021-01-28 12:56:04] [Carol Burkhead] My last song that I downloaded is, Better Days by Ant Clemons & Justin Timberlake.

[2021-01-28 12:56:05] [Kim Hills] Thank you - very informative!

[2021-01-28 12:56:06] [Matt Dietz] Great job, all! Thanks for sharing your stories.

[2021-01-28 12:56:07] [Maureen Voll] Thank you! These are really illuminating.

[2021-01-28 12:56:09] [Gretchen Kolb] We value your feedback. Please complete this brief survey to let us know how we could improve these sessions.
<https://survey.pennmedicine.org/s3/1-28-Lead-Strong-Lunch-with-Leaders-ACT>

[2021-01-28 12:56:09] [Tracy Johnson] Great session . . . #goodjob

[2021-01-28 12:56:13] [Lisa Kldd] excellent program! so glad I was here to hear!

[2021-01-28 12:56:15] [colleen Bynum] Very good!

[2021-01-28 12:56:22] [Jessica Jarmon] Thank you all for your time!

[2021-01-28 12:56:26] [Crystal Mitchell] THANK YOU!

[2021-01-28 12:56:26] [LaTonia Brown-Dickerson] Great session!!

[2021-01-28 12:56:26] [Jen] thank you! this was great!!!

[2021-01-28 12:56:31] [Christine Tierney] Thank you! Great hour!

[2021-01-28 12:56:34] [Cindy Morrissey] Another great lunch with leaders- thank you!!

[2021-01-28 12:56:35] [Irene Estrada] Thank you all!

[2021-01-28 12:56:38] [gary] well done

[2021-01-28 12:56:38] [Emilee Smith] Thank you, this was great.

[2021-01-28 12:56:40] [Gretchen Kolb] Dont forget to leave the survey!

[2021-01-28 12:56:44] [Meg] Thank you!!!

[2021-01-28 12:56:44] [Michael Feldman] Thank you

[2021-01-28 12:56:50] [Christine Gasperetti] Thank you

[2021-01-28 12:56:51] [Jenny Bencardino] Thank you!

[2021-01-28 12:56:53] [Carolyn Blaylock] Always an inspiration! Thank you!

[2021-01-28 12:56:59] [Jenny Swanson] Thanks so much!

[2021-01-28 12:56:59] [Linda White Nunes] Thank you!

[2021-01-28 12:57:02] [MAUREEN GINNANE] Thank you!

[2021-01-28 12:57:02] [Tami Montroy] Quickest hour of my day!

[2021-01-28 12:57:04] [katie opher] thank you

[2021-01-28 12:57:06] [Jessie] great job everyone! Yay PMA

[2021-01-28 12:57:09] [Roger Osbourn] This session was awesome! Thank you for doing this. Was very helpful.

[2021-01-28 12:57:12] [Tina] Thank you, great session.

[2021-01-28 12:57:13] [susan weissman] Thank you for an inspiring session. interested in participating in upcoming work.

[2021-01-28 12:57:17] [Jenny Bencardino] Diversity, equity and inclusion work is tough. Thank you for your courage and dedication.

[2021-01-28 12:57:17] [DAW] Thank you

[2021-01-28 12:58:09] [Luann Ljubic] Thank you so much!



PRIVATE CHAT

CHAT WITH: Gretchen Kolb

[2021-01-28 11:50:00] [Gretchen Kolb] Here is the moderator chat

MODERATOR GROUP CHAT