Welcome to our virtual waiting room!

While you wait for the session to start, please take time to:

1. Familiarize yourself with BlueJeans
2. Check your name - update first and last if incorrect
   ➢ 1 in the picture
3. Visit the chat window
   ➢ 2 in the picture
4. Visit the question & answers window
   ➢ 3 in the picture
Lunch with Leaders:
Community Dialogue on
Confronting Systemic Injustice

June 4, 2020
Virtual Meeting Norms

• Actively participate to make this engaging! You have several opportunities:
  • Respond to all polls using your phone.
  • Ask the facilitator questions in the **Q&A window** unless directed otherwise.
  • Share your experience, add a comment, or ask for clarification using the **Chat feature**. A moderator will monitor the chat.
  • If there is time, and you would like to share your experience with audio/video, **raise your hand AND write in the Moderator Chat**.

*Please note that the session will be recorded*
Today’s Agenda

‣ Welcome

‣ What is Lunch with Leaders?
  • Upcoming topics include: Leading with Emotional Intelligence; Prioritizing Employees’ Mental Health; Facilitating Virtual Meetings/Trainings,

‣ Today’s Objectives:
  • Create a safe space to come together in dialogue with our fellow leader about issues of race and social injustice
  • Share our own stories
  • Explore what it means to be a leader right now
  • Hear more about available resources
UPHS Diversity

- White: 65%
- Black/African American: 20%
- Hispanic or Latino: 6%
- Asian: 7%
- Other: 2%

Includes all UPHS entities
Penn Medicine Competency Model and BE STANDARDS

Level 1 Competencies correspond to BE Standards
Discussion Leaders

Cindy Morgan, MSOD  
Acting VP UPHS Human Resources

Phil Okala  
UPHS Chief Operating Officer

Fran Johnston, PhD  
CEO, Teleos Leadership Institute
Participate in Poll Everywhere
What emotions have you been feeling this week?
Exit Poll Everywhere
Penn Medicine Together and Penn Cobalt

Penn Medicine Together
https://www.med.upenn.edu/PennMedicineTogether/

Penn Cobalt
https://www.penncobalt.com/
Resources

Visit the Lead Strong site with curated leadership articles, resources and weekly tips.

Useful articles/books/website:
- Maintaining Professionalism In The Age of Black Death Is….A Lot (Medium)
- Check in on Your Black Employees, Now (NY Times)
- Destructive Power of Despair (NY Times)
- COVID-19’s effect on minority-owned small businesses in the United States (McKinsey)
- White Fragility: Why It's So Hard for White People to Talk About Racism (Robin DiAngelo)
- Penn Medicine Health equity website

E-learning:
- Inclusion, Diversity and Cultural Humility
- Center for Health Equity Advancement
Next week, we will discuss:

Leading with Emotional Intelligence!
June 11, 2020 at 12pm

Other upcoming topics include:

- Prioritizing employee’s mental health, 6/18
- The Five Secrets to Successful Virtual Meetings & Training, 6/25