

Department of Radiology Solidarity Statement

The killings of George Floyd and so many others before and after, ... the paralyzing shooting of Jacob Blake and seemingly endless continuum of racially-motivated, life-altering events against People of Color - have been a catalyst for national conversation, collective learning, and a call to action. In solidarity, the Department of Radiology is listening, deeply saddened and strongly committed to effective action.

As expressed by a member of our faculty in a recent Departmental Town Hall, “Black America matters” and “Melanin is not a crime”. Silence is no longer an option. Inactivity is not acceptable. WE must address the issues of structural/systemic racism that not only fuel these outside events but have been and remain a source of chronic suffering for many working within Penn Medicine. As a Department, we aim to support those who are suffering and acknowledge and actively address racism, racial injustice and health equity in the world and communities around us as well as within the hallowed halls of Penn Medicine and our own department.

We see opportunities for improvement in so many arenas and hope to make a difference in all of them. We are committed to improving our current work environment with immediate action including additional town halls and training on unconscious bias, racial justice and sensitivity as well as identifying any individuals in crisis and connecting them to available resources. We will strengthen our future work environment including emphasis on our “pipeline” – recruitment, retention and reaffirmation. We will emphasize equitable health care both in the patient care activities within our walls as well as in our community outreach. We are committed to continuous educational activity addressing topics of systemic racism, bias and health care disparities including trainee curriculum, journal clubs and grand rounds. We are committed to directing departmental research and innovation efforts toward scientific, clinical and quality improvement projects combating racial inequities.

In addition to our own initiatives, we look forward to partnering with the Office of Inclusion and Diversity within the Perelman School of Medicine and other departments to effect concrete change.

As a Department, we have always prided ourselves on our ability to excel/lead/succeed in all aspects of the School of Medicine’s core missions – patient care, education and research. We vow to devote the same degree/level of focus, energy and resources to ensure we do our part in making a measurable difference in combating racial inequities both within the walls of Penn Medicine and within our surrounding community.

-Department of Radiology Diversity and Inclusion Committee