

PENN PSYCHIATRY

MOVING FORWARD TOGETHER | RESURGENCE AND ANTI-RACISM

NOVEMBER 17, 2021



MESSAGE FROM THE CHAIR

Dear Faculty, Staff and Trainees,

Thanksgiving and the holiday season are just around the corner! It's very hard to believe!

As I ponder all the things that we have to be grateful for, I want to acknowledge that it has been a long time. Probably none of us thought that 20 months later, we would still be dealing with the pandemic. This is not easy. In fact, it is very hard. It requires that we readjust our expectations about what the future might look like. Of course, none of us knows for sure, but as things go on, it is important to be realistic and acknowledge that it is possible that things are not going to be exactly the way they used to be. While disappointing, this real possibility reminds me of how 9/11 changed the way we fly. My kids cannot believe that we used to be able to walk right onto airplanes and that our families could go all the way to the gate to wish us safe travels. Now, though, saying goodbye at the curb and going through TSA with all that entails, is completely routine. No one is fazed in the least. It is a demonstration of an important fact: humans are very adaptable.

Difficult to believe as it is, the new normal will feel, well, normal. But let's talk about gratitude. I am so grateful for all of the work that you do! You have all worked tirelessly to take care of our patients, to conduct cutting edge research to address the suffering of so many, to educate the next generation and to provide administrative support for all our missions. As a department we have done so much! Not a day

goes by that someone does not thank me for all we have done for the mental health of faculty, staff and trainees. It is all due to you!!!

However, we do still have a lot of work to do in many realms. One of them is Diversity, Inclusion and Equity. As you know, both the Department and the Organization at large have been focused on identifying and developing practices to overcome systematic barriers and counter the long histories of biased policies and practices in determining who is hired. This line of work was identified as a key initiative by our departmental task force on anti-racism. To this end, I have empaneled a committee to put together a plan to implement specific, pragmatic hiring practices that are anti-racist so we can break the hiring practices of sourcing candidates from the same schools, places, companies, among others. The team members are:

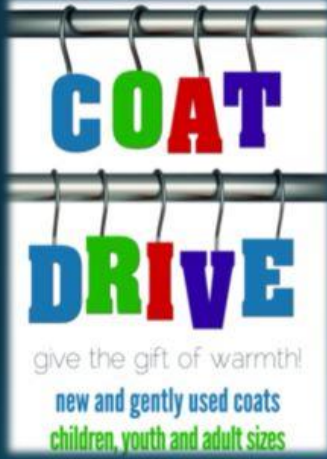
- Dr. Cabrina Campbell – Committee Chair
- Dr. Clay Watson
- Dr. David Mandell
- Dr. Mario Cristancho
- Dr. Janet Audrain-McGovern
- Eileen Mergliano
- Cindy Romanelli

And to them I am very grateful.

Please do remember to take care of yourself and keep to your eating, sleeping and exercise routines. Make sure you take time off to relax and spend time with friends and family. Remember the key role of altruism in building resilience. Our culture of altruism in the department and home will help us continue to thrive. And most of all, have a fabulous Thanksgiving! Thank you very much to you!!!

Warmly,
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DROP OFF LOCATIONS: EMPLOYEE ENTRANCES OF EACH SITE

PCAM: 3400 Civic Center Boulevard, Philadelphia, PA 19104 (Lisa Henry)

HUP: 3400 Spruce Street, Philadelphia, PA 19104 (Sonja Ogden)




PENN Psychiatry: 3535 Market Street Philadelphia, PA 19104 – 2nd fl OPC & 4th fl (Cynthia Romanelli)

RADNOR: 145 King of Prussia Rd, Radnor, PA 19087 (Zee Mitchell)

Pennsylvania Hospital (PAH) – PNI Bldg 330 S 9th St, Philadelphia, PA 19107 (Irene Skiraky)

800 Spruce St Employee Entrance, PMWS 8th and Walnut Sts, Farm Journal Bldg, Duncan Bldg

Presbyterian Hospital (PPMC) - Scheie Eye Institute entrance, in front of the Optical Shop

**For Questions or More Info - Please Contact
CPUPAntiracism@penntmedicine.upenn.edu**

*Coats Will Be Distributed to Families of
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Vision

Promoting health for the brain and mind to transform lives and the world.

Mission

Penn Psychiatry develops and implements new ideas to understand, prevent, and treat disorders of the brain and mind, through innovative research and discoveries, outstanding educational, world renowned clinical services, and transformational public health policies.

Click [here](#) to access the Penn Psychiatry website.

Click [here](#) to access the CPUP Committee on Anti-Racism

