

Dear School Community,

The painful truth is that racism is pervasive toward the African American Community. It is persistent and systemic. This is a time to reflect on our own role in perpetuating unfair structures and systems. The responsibility is on our entire School community to drive this change, not just African American students, faculty and staff. This historical approach does not work and further marginalizes African Americans that are often tasked with Diversity and inclusion initiatives on top of the work they are required to do.

The re-framing of the Office of Organizational Diversity and Inclusion and the implementation of our institutional commitment to well-being are anchors put into place to bring vision and strategy, and serve as a catalyst to inclusion and well-being. The work and daily implementation lies with you and must be woven and interdependent with your work in our divisions, offices, classrooms, and laboratories.

The NeuroLeadership Institute makes a compelling case for change. The institute is a global initiative that brings neuroscientists and leadership experts together to build a new science for leadership development, with operations in 24 countries. The institute provides evidence-based research pertaining to the effects of isolation on the brain. It is similar to pain. Racism has often been linked to isolation and prevents efforts for inclusion. Can you imagine the impact on mental health?

We must become a better and more equitable place. We can and will do more. You will hear more about the ESOP's plans in the days to come, as we listen and learn from our community. Yet we know that this starts with a commitment and education at individual and organizational levels. This approach and mindset is essential to facilitating inclusion and well-being for all. Here are some things you can do:

[Take action](#): 100 ways you can take action against racism now

[Get involved](#): Color for Change – use your time, voice, and resources to take a stand against discrimination, racism, and the senseless violence devastating communities across our country

[Do something](#): 75 Things White People Can Do for Racial Justice

[Watch this three-part video series](#): What will it Take To Bridge Our Differences?

[Watch a documentary](#): 13th (Ava DuVernay) — Netflix

[Read](#): Bush AA. A conceptual framework for exploring the experiences of underrepresented racial minorities in pharmacy school. *Am J Pharm Educ.* 2020;84(1):7544. doi:10.5688/ajpe7544

[Read](#): [What Can We Do to Combat Anti-Black Racism in the Biomedical Research Enterprise?](#)

[Take care](#): Eshelman Care Team Referral

[Talk to someone](#): Text **START** to **741-741** or call **1-800-273-TALK (8253)** for a confidential conversation anytime. The National Crisis Text Line knows we can't solve systemic racism overnight, but we can show support by helping you get through your most difficult times.

Our call to action is for you to utilize these resources to better understand, learn, and do your part in building our community.

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