Dear Faculty, Staff, Students and Residents,

As we begin a new academic year, I want to emphasize the privileges and responsibilities of the medical profession as well as the covenant we make to colleagues and patients to value and respect the humanity of every person. This covenant is exemplified in SOM’s mission and on-going commitment to diversity, equity, and inclusion. The practice of medicine requires respect, collaboration, mindfulness, humility and leadership.

Over the past year, I have issued several statements to the SOM community regarding various forms of racism, bias, anti-Semitism, anti-Asian, and anti-Muslim harassment and violence in the country. Sadly, anti-Semitic and anti-Asian violence and harassment continues. We offer our thoughts and prayers to everyone impacted. In addition, violence against people of color has become all too frequent. At SOM, we have an opportunity to foster the kind of climate that we desire so everyone can study, learn, work, and thrive.

We can move towards these goals by treating everyone with respect, being a good listener, and educating ourselves. I encourage faculty and staff to continue opportunities for DEI learning, which can be found at this link: Can We Talk: Tips for Respectful Conversations in Schools, Workplaces, and Communities.

We remain diligent to keep our SOM community safe. Please look out for one another and report concerns to Campus Safety (856-256-4911 for emergencies and 856-256-4922 for non-emergencies). If feeling unsafe, any student, employee, or visitor can request a walking escort service with Campus Safety.

Complaints of discrimination and/or harassment should be shared with Dean Kathryn Lambert or Dean Micciche. All incidents must be reported on Rowan University’s Office of Student Equity and Compliance website at this link. The reporting area is designated by a red button at the bottom.

Below are some educational resources. Bias can impact how we care for ourselves and perform.

- Myths and Facts About Muslim People and Islam
- Anti-Semitism Uncovered: A Guide to Old Myths in a New Era
- Anti-Defamation League’s Tracker of Anti-Semitic Incidents
- The mental health impact of anti-Asian racism
- Mental Health and Wellness Resources for People of Color

Stay safe and take good care.

Thomas A. Cavalieri
Dean