Statements

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Froedtert & the Medical College of Wisconsin

Froedtert & the Medical College of Wisconsin
20 hrs ·

An Important Message to Our Community

The events of the past few weeks have been heartbreaking.

Froedtert Health condemns all acts of racial discrimination and calls for systemic change within our community. Only by working together will we be able to make meaningful change.

As health care professionals, it is especially difficult to experience ourselves or witness other people in pain and in need of help. While racial injustices are not new, recent events have pushed the issues of racial disparity into the open. This includes the tragic death of George Floyd at the hands of a Minneapolis police officer. This, coupled with the pressures of managing a pandemic, has heightened the stress and emotional sensitivity of everyone who serves our community.

Encouraged by the words of Dr. Martin Luther King, "In the end, we will remember not the words of our enemies but the silence of our friends," we must make a statement and share some reflections about the recent events that have taken place across the country. Many of these events carry remnants of what has taken place in our local community in the not-so-distant past. In this case, the enemy we face is racism, recurring trauma, violence and disregard for human dignity and respect.

At its core, our job is to care for people. In this work, we are often treating people affected by symptoms caused by racism, trauma and violence. We see the impact of disparity on health outcomes. Furthermore, the stress from these events is linked to chronic health concerns in our community. This is why we support peaceful protest.

Part of our commitment to our community is to make health care equitable for every person every time. We remain committed to these efforts through a number of initiatives designed to increase diversity in our workforce, provide cultural competency training and address social determinants of health.

As an organization, we resolve to use our compassion, creative ideas and collective commitment to ensure we foster a culture that acknowledges everyone equally.

MCW MEDICAL SCHOOL | ADVANCING A HEALTHIER WISCONSIN ENDOWMENT

June 2, 2020

Our Commitment to Racial Justice & Health

A Message from AHW Director Dr. Jesse Ehrenfeld



Racism is a public health crisis in America. It is a deeply ingrained social epidemic that has resulted in the inexcusable health disparities we see across the nation.

In Wisconsin, it is no different. The proof is found in data – but it is also found in the everyday experiences of people of color across the state.

We cannot live and work in a state that has been labeled among the worst in racial disparities nationwide and not acknowledge this reality. And we cannot fulfill our mission to build a healthier Wisconsin if we don't acknowledge our power and privilege and reshape our discourse and agenda to respond and support our communities.

We at the Advancing a Healthier Wisconsin Endowment recognize that we must put in the hard, uncomfortable internal and external work ahead to determine our path forward. We commit to doing just that today, tomorrow, and for generations to come.

https://www.youtube.com/watch?v=vw_x5WAMC4Y&feature=youtu.be



Special Letter from the President

MEDICAL COLLEGE OF WISCONSIN
knowledge changing life

June 9, 2020

Dear Medical College of Wisconsin Staff, Faculty, Learners, Alumni and Friends:

Today, I am writing to our African American and Black colleagues. I hope that my message and pledge also will resonate with anyone who has felt the impact of discrimination, intolerance, prejudice or racism; and with the entire MCW community.

In this extraordinarily difficult time, we are suffering simultaneously from three inter-related crises. The COVID-19 pandemic is unlike any that we have experienced since the influenza pandemic of 1918. The economic crisis associated with the pandemic is unprecedented in its magnitude and the swiftness with which it developed; perhaps, the only comparable event was the Great Depression that began in 1929. The third crisis, that of racism, is deeply embedded in the fabric of our country and the world. It manifests in many negative ways ranging from arbitrary exclusion to indifference to genocide. It should come as no surprise that because of racism, the COVID-19 pandemic and the economic crisis have had disproportionate impacts on people of color, and especially African American and Black people.

As an internist and nephrologist, I've grown accustomed to hearing the phrase, "I can't breathe" in the context of heart failure, pulmonary edema, COPD, pulmonary embolism and volume overload in dialysis patients, and I know very well how to treat those conditions. But, forever more I will associate the phrase, "I can't breathe" with the inhumane cruelty that killed George Floyd. His callous killing has swept away the indifference of many people on a flood of tears and frustration and anger and rage.

The police brutality that took George Floyd's life is only the latest example of violence against persons and communities of color – the Rosewood Massacre, The Tuskegee Experiment, Emmitt Till, Dr. Martin Luther King, Clifford McKissick, Rodney King, Eleanor Bumpers, Alberta Spruill, Eric Garner, Michael Brown, Trayvon Martin, Pearlie Golden (Miss Sully), Sylville Smith, Sandra Bland, Philando Castile, Atatiana Koquice Jefferson, Breonna Taylor, Joel Acevedo, Ahmaud Arbery, and many others not included here. Yet, we must say their names and remember. We must reject the indifference. We must act. We must ignite change.

I've dedicated myself to reading and reflecting about white privilege and institutional racism since the Sherman Park civil unrest of 2016. My reflections have helped me to better understand the fear and frustration, the anger and rage, the diminishment and marginalization, and the indifference of others that people of color feel and experience every day of their lives. I remain committed to learning more to better understand these important issues.

My message to you today is that I see you. I value you. I care. You matter. Your lives matter. Black Lives Matter.

My pledge to you is that, starting now, I will guide MCW forward to be an anti-racist organization as reflected in our decisions, our actions, our investments, and our treatment of people and community.

Change will not come easily. The problems of racism and violence against people of color have been with us for centuries. MCW has done many things to foster diversity, inclusion and equity, and to unlearn racism, but it is insufficient. We need to become anti-racist as people and as an organization, and we can't wait any longer.

Best regards,

John R. Raymond, Sr., MD

President and CEO

Mueller Communications

Mueller Communications
23 hrs ·

At Mueller Communications, we acknowledge and mourn with those who too closely understand what it means to have "a dream deferred" - or die - simply because of the color of their skin. We must all use our voices, our influence, and our power to empower those who have been oppressed for decades, in our beloved Milwaukee and beyond.

While many of us have never had to directly feel the weight of this oppression, we stand beside the people of color in our community - our colleagues, our clients and all who call Milwaukee home - and vow to continue "shining the light" Kareem Abdul-Jabbar so eloquently references in this op-ed.

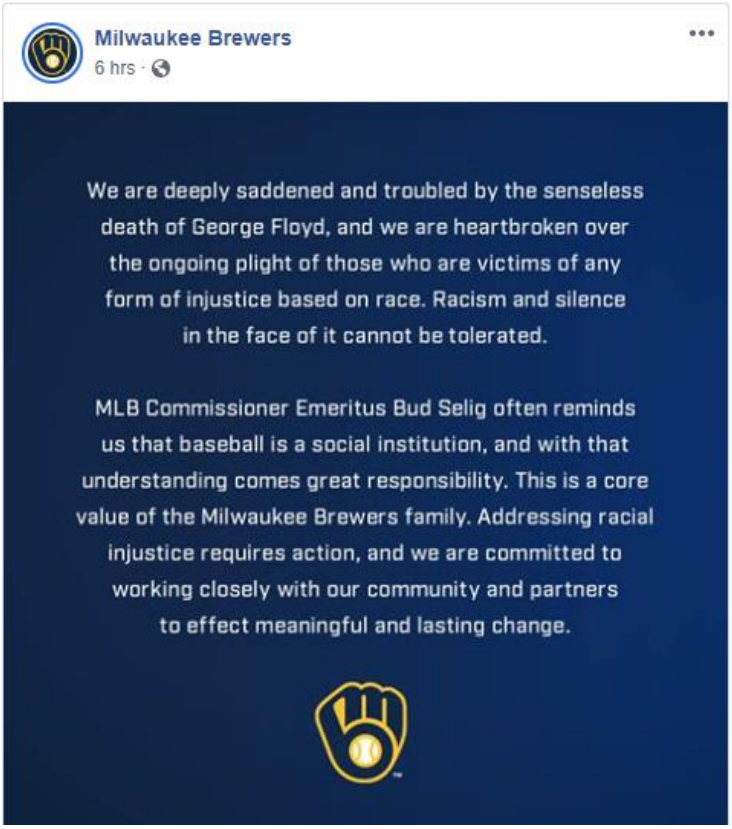
As professional communicators, we realize that we have an ability to affect change in this situation, and we will use our voices and platform to highlight some of the amazing organizations and individuals who are change agents for good in our community in the days and weeks ahead.



LATIMES.COM

Op-Ed: Kareem Abdul-Jabbar: Don't understand the protests? What you're seeing is people pushed to the ed...

Milwaukee Brewers



University of Wisconsin-Milwaukee



https://uwm.edu/chancellor/chancellors-update-uwms-affirmed-commitment-to-an-inclusive-and-anti-violent-environment-for-all/?fbclid=IwAR1C88G589iWi2PxKxIlsAvK2DDutXo-WMtAaQnvzkb5aJOaDcqycj4ujJs

UWM Campus Dialogue on Racial Justice

The enduring impact of racism and hatred is manifesting itself throughout our nation. George Floyd's unjustified death under police custody in Minneapolis on May 25 set in motion nationwide protests that amplify the gross historical injustices and inequities in the United States. In the last few months, COVID-19 made more visible than ever before the structural injustice in healthcare as Black Americans accounted for a disproportionate percentage of covid-19 deaths. What was already a devastating experience became even more so with the killing of George Floyd. Protesters also point out to other recent acts of violence that killed Breonna Taylor in Kentucky and Ahmaud Arbery in Georgia, and Dontre Hamilton in Milwaukee, among an overwhelming list of other victims.

The goal of UWM's Campus Dialogue on Racial Justice is to provide space for our community members to provide insights about the civil unrest and ideas and thoughts about moving forward. We will host virtual panel discussions with faculty, staff, and students and invite campus community members to also join in to ask questions and share their experiences.

Please join us for our first dialogue on Friday, June 12, 2020 – **Click here.**

Campus Dialogue on Racial Justice: Faculty Insights

Friday, June 12, 2020
10:00am-11:30am

Anika Wilson, *Associate Professor and Chair, Department of African and African Diaspora Studies*

Joe Rodriguez, *Professor and Chair, Department of History*

David Pate, Jr., *Associate Professor and Chair, Department of Social Work*

Margaret Noodin, *Professor of English and Director, Electa Quinney Institute*

John Lane Hall, *Professor and Upcoming Chair, Department of English*

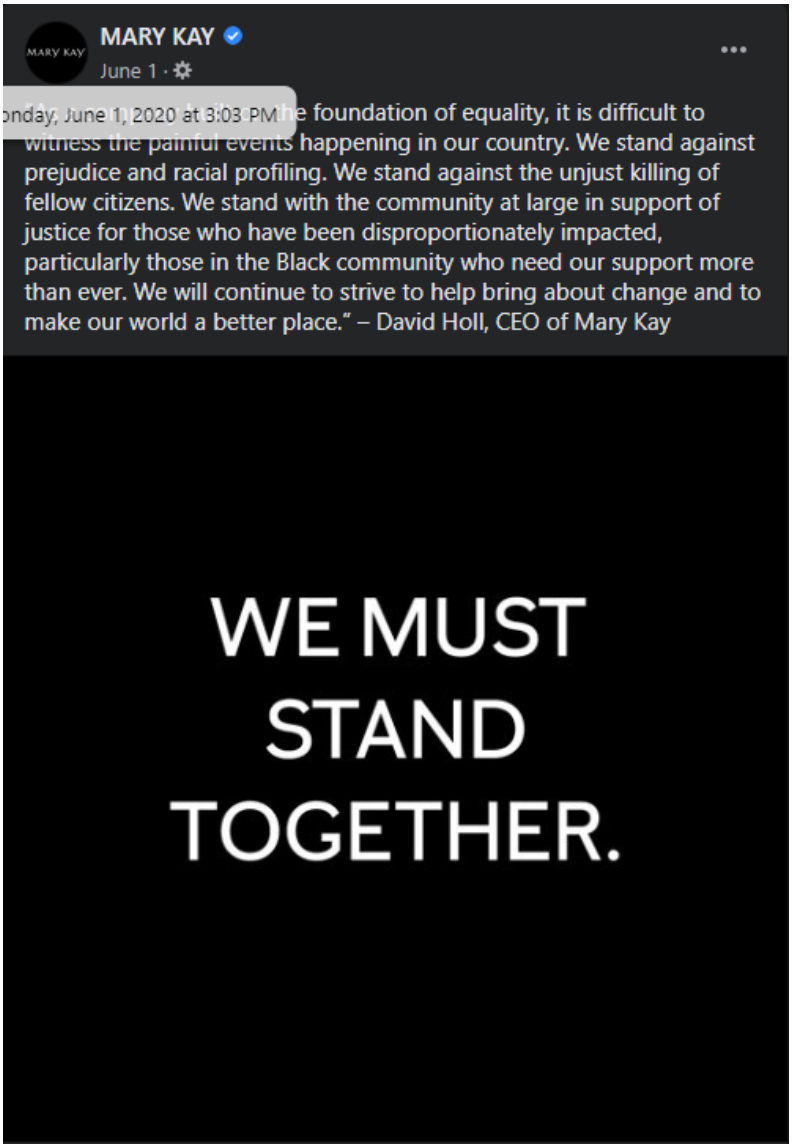
Moderator:
Chia Youyee Vang, *Associate Vice Chancellor and Professor of History*

Event Sponsors: Division of Global Inclusion Engagement and Division of Student Affairs

For more information, contact: Joan Prince (jprince@uwm.edu), Chia Youyee Vang (vangcy@uwm.edu), Kelly Haag (kajohnso@uwm.edu), or Adam Jussel (jussel@uwm.edu)

UNIVERSITY of WISCONSIN
UWMILWAUKEE

Mary Kay



https://www.facebook.com/MaryKay/photos/pcb.10158506915532171/10158506913767171/

Action. We Stand Together.

During Blackout Tuesday and standing in solidarity last week, we muted ourselves and listened so we could take meaningful ACTION.

Today, we announce the first steps in our permanent commitment to support the Black community. We know it is not enough. We will do more. This is only the start.

The mission is clear: racial equality for Black people. We are committed to take ACTION and be part of the solution. We are committed to TRANSPARENCY so you can hold us accountable.

We must stand together. We must demand ACTION. Now.

MARY KAY

Mary Kay has been a supporter of the Congressional Black Caucus Foundation for over ten years, a nonprofit nonpartisan public policy, research and educational institute that seeks to advance the global black community.

Today, Mary Kay announces its support as the founding member of the Congressional Black Caucus Foundation's (CBCF) new initiative: National Racial Equity Initiative for Social Justice (NREI). This initiative aims to advance a racial equity and human rights lens in research, data, analysis, and public policy related to criminal justice reform.

Congressional Black Caucus FOUNDATION MARY KAY

"We have always envisioned a society where Black people can realize basic human rights. Black people are hurting, and the world is now demanding much-needed reform. Injustices have plagued this country and have disproportionately affected Black people. It is important that the Congressional Black Caucus Foundation be on the right side of history to help support the global Black community, and continue to develop leaders, inform policy, and educate the public."

Tonya Veasey
Interim President & CEO
Congressional Black Caucus Foundation

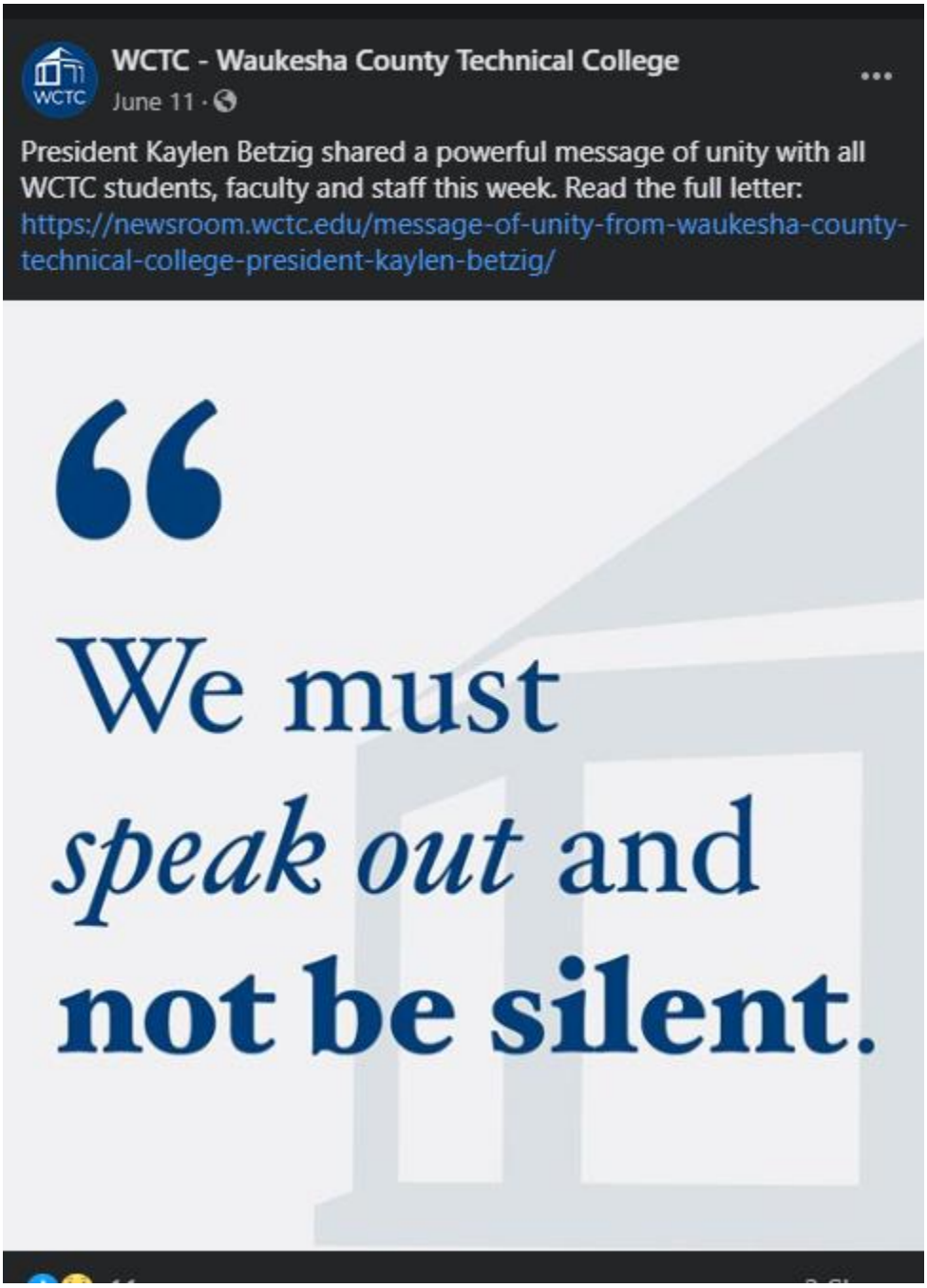
Congressional Black Caucus FOUNDATION

"At Mary Kay, we have been a part of the fight for equality—especially gender equality—since our founding. We have also supported racial equality, but we recognize there is much more we can do. Internally we have advanced diversity in our company leadership ranks, but we know the fight is beyond our walls. We are committed to do more in support of racial equality and social justice. And, we are ready to take action to eradicate racial disparities stemming from systemic racism and discrimination. As a first step, Mary Kay will support a new initiative with the Congressional Black Caucus Foundation: National Racial Equity Initiative for Social Justice. As a decade-long supporter of the Congressional Black Caucus Foundation, we have seen the impact of their work over the years and how they focus on driving permanent change. This is only the beginning of our increased efforts to hold ourselves accountable to do more."

David Holl
Chairman & CEO
Mary Kay

MARY KAY

Waukesha County Technical College



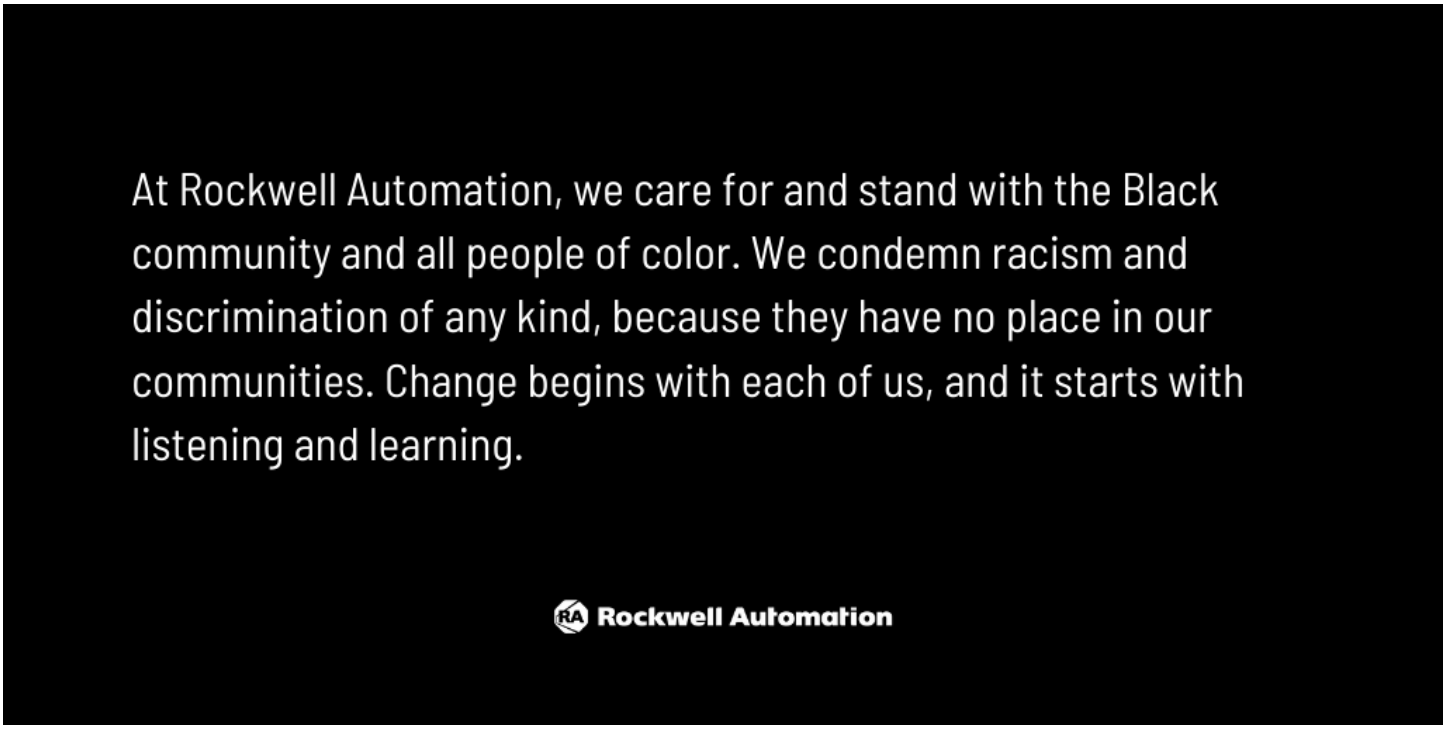
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Next Door



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Rockwell Automation



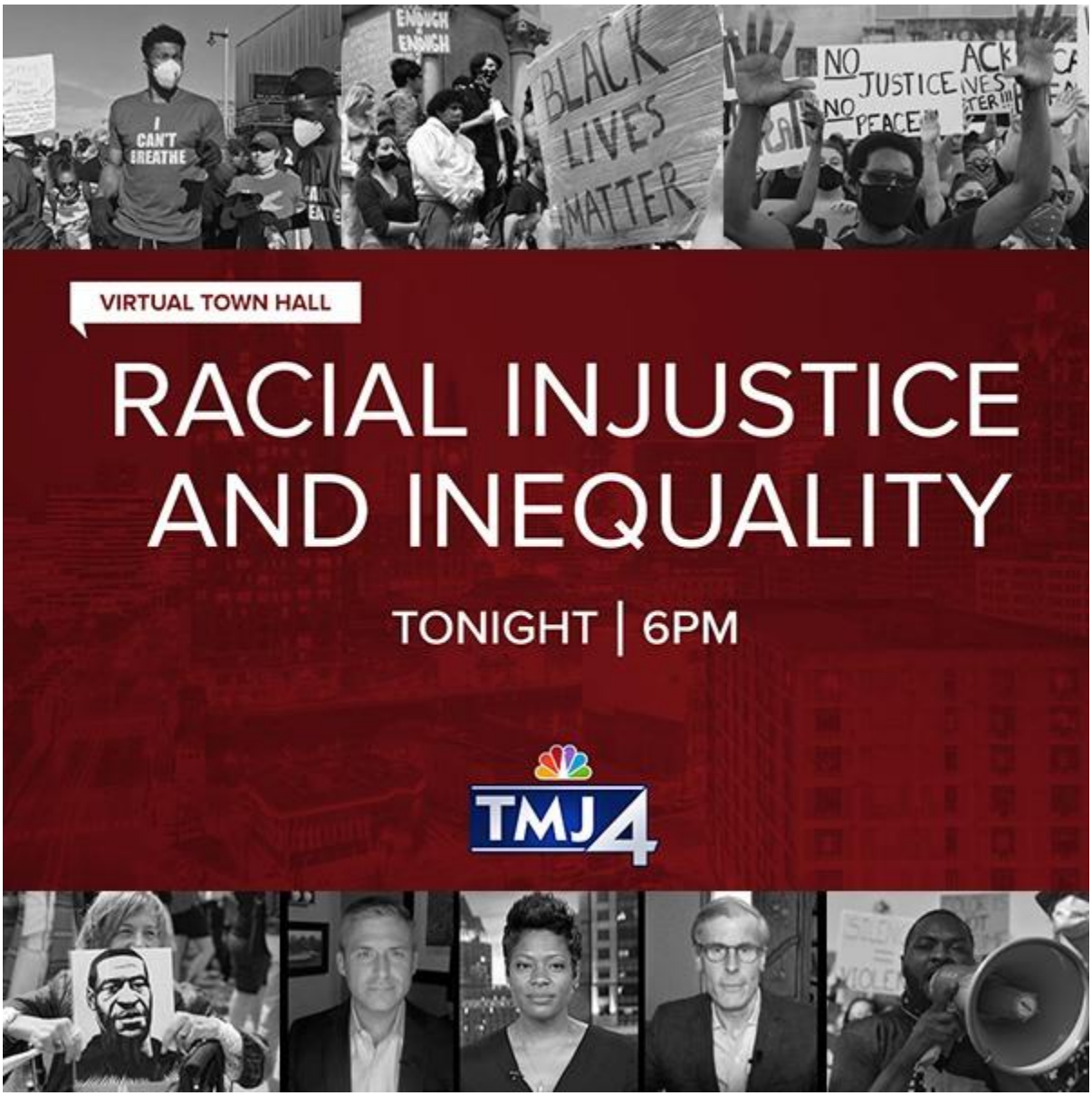
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Milwaukee 7 & MMAC

MILWAUKEE 7 MMAC Metropolitan Milwaukee Association of Commerce



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https://www.mmac.org/press-releases/a-message-from-mmac-chair-jonas-prising-and-president-tim-sheehy

Melaleuca

A message from Melaleuca CEO:

Our nation was founded on the concept that all individuals are created equal.

I am horrified at some of the recent events in our country that have provided convincing evidence that some individuals treat others with disrespect and even life-threatening cruelty because of the color of their skin. I believe that the individuals responsible for those acts need to be brought quickly to justice and receive the greatest consequences possible as a result of their actions. We must make it clear in this country that hateful acts that deprive people of their basic freedoms, their dignity, and their equal rights will simply not be tolerated.

Every human being deserves the respect and basic freedoms afforded by the Constitution of the United States. I abhor the idea that anyone would disrespect another or treat them differently or even think of them differently simply because of the color of their skin.

We at Melaleuca join with those who are committed to making the much-needed changes in our legal systems to bring individuals to justice who violate the basics concepts of equal freedom and justice for all members of the human race.

We are in avid support of those who are peacefully but adamantly demonstrating their resolve to change the system. We need to listen to, understand, and respond to their message with a similar resolve. We cannot go about our business and look the other way hoping for someone else to solve the problem. Laws are currently in place that prevent hateful acts. Some of these laws need to be strengthened and the courts must enforce those laws fairly and vigorously.

There can also be no tolerance for violence. While we can understand the propensity to advocate hatred as a response to being hated, this cannot be the solution. It will only create more hatred. Individuals involved in destroying property and threatening the safety of others as a demonstration of their rage need to be held accountable for their individual acts. This is the time for all leaders and all individuals to act responsibly.

We are strong advocates of mutual respect and, indeed, for love for all mankind. Hate destroys the hater and angers the hated. Love is a great healer for both the giver and the receiver.

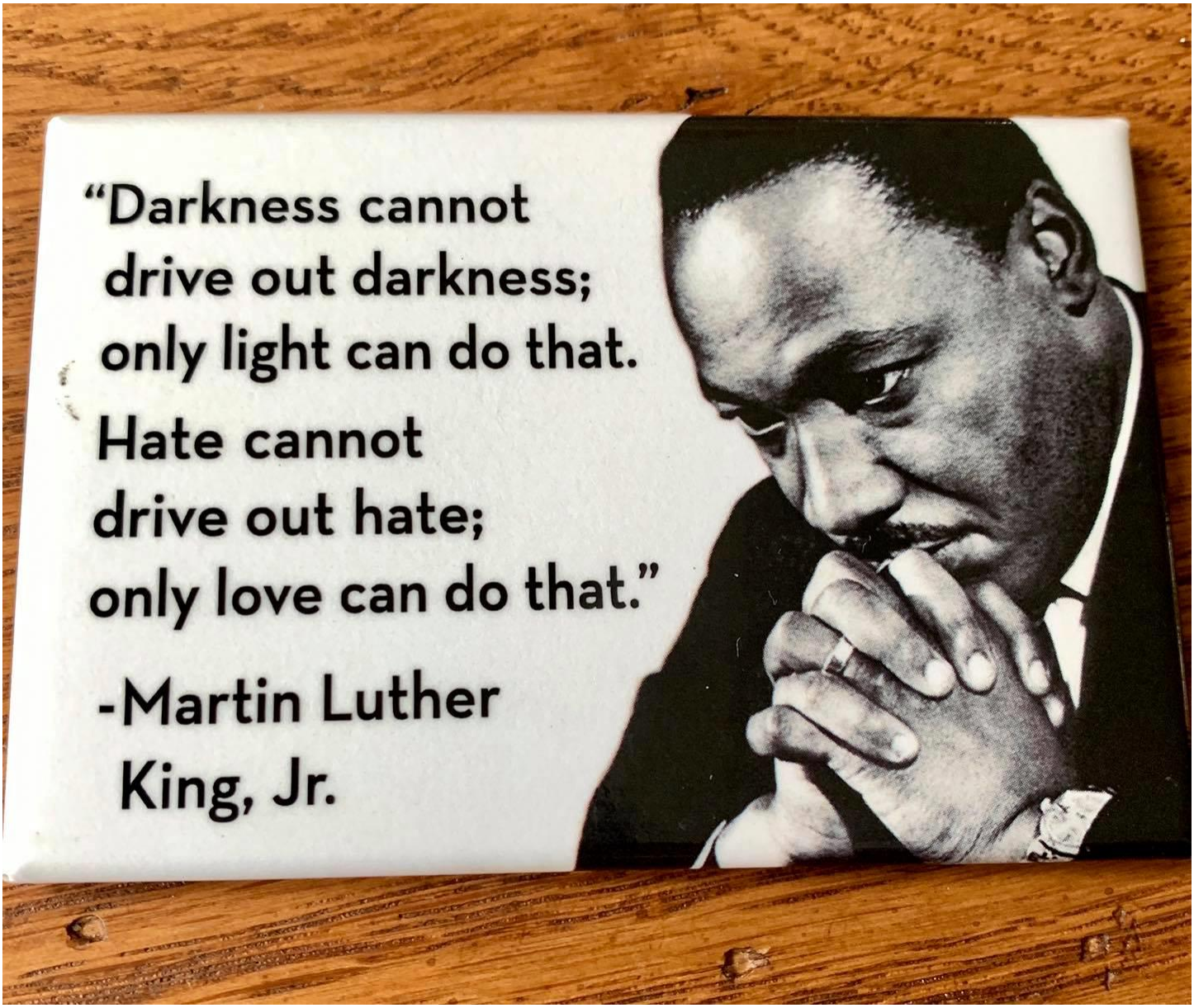
We speak too little of love. We cannot legislate love versus hate. But at Melaleuca, we advocate love. Love is a decision. Love is so easy and free to give. Giving love lifts us up, frees us from ugly thoughts, and allows us to forgive. Love heals wounds, breaks down barriers, gives us hope, and creates an environment to move forward together. Love, not hate, is the solution. Love starts with the individual. We should start with ourselves.

And we should all get to work to protect the dignity and freedoms of all human beings. Especially those who have suffered indignity simply because of the color of their skin. We have a lot of work to do!

Frank L. VanderSloot

Melaleuca CEO

Firefly Real Estate



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Fed Ex





Fed Ex Facebook Page has a lot of activity related to Racial Justice

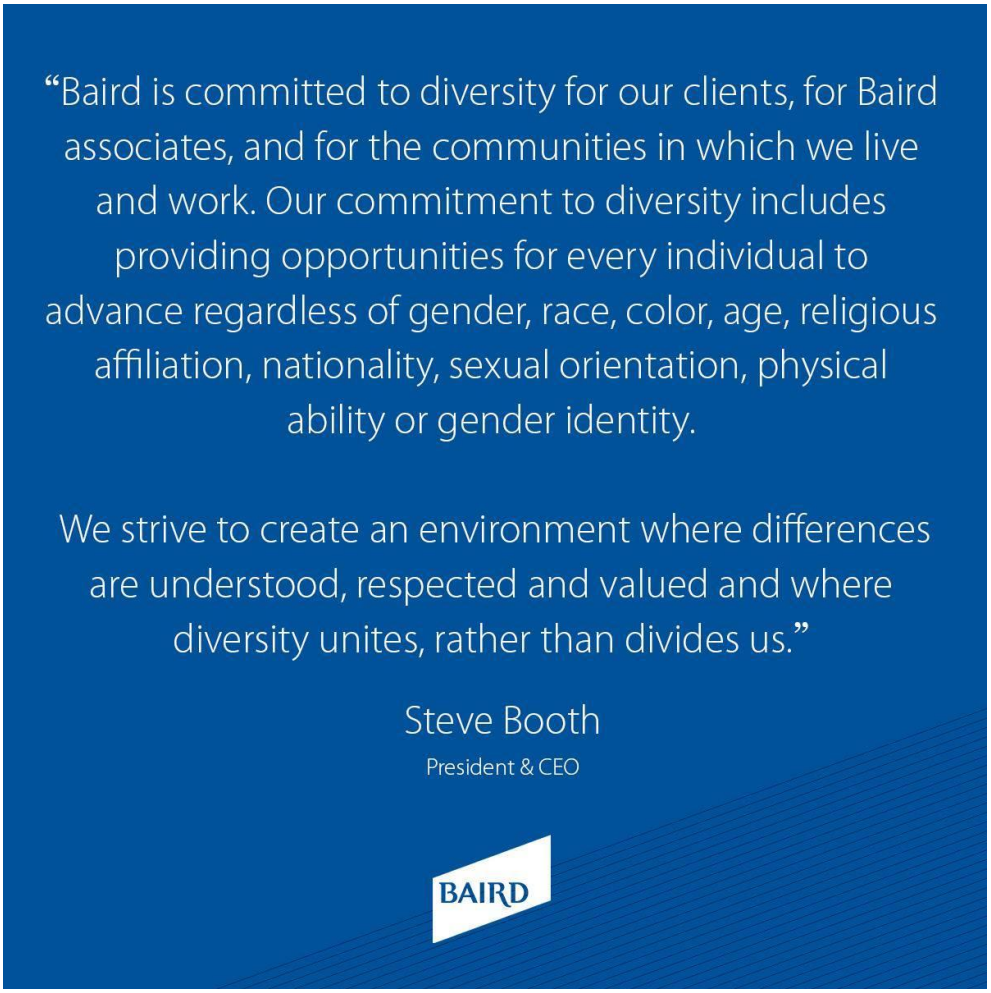
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YWCA Southeast Wisconsin



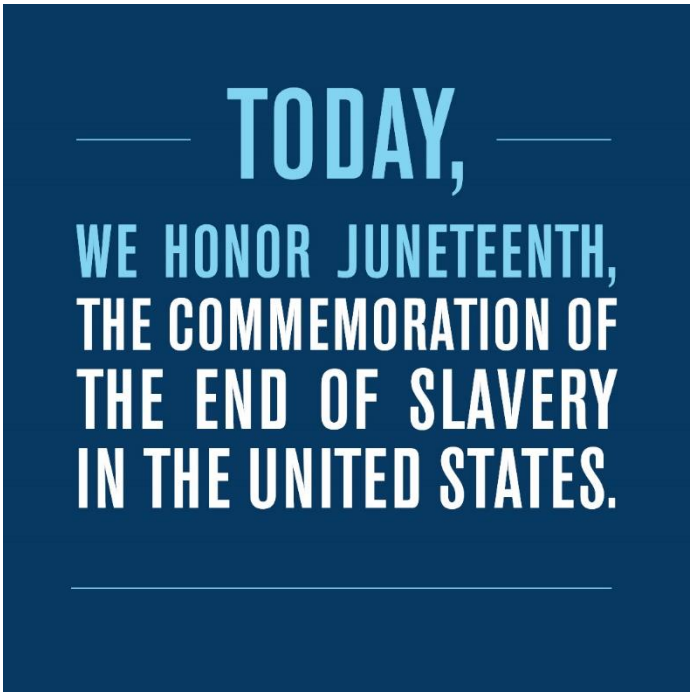
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R.W. Baird



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Northwestern Mutual



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Colleagues,

As I watch the situation continue to unfold in Minneapolis and other cities across the country, I want to reach out and share a few thoughts with you. These are challenging and painful times.

Right now, we must stand firm in the values that make us who we are as a company. **Namely, we cannot – and will not – tolerate racism, discrimination, or prejudice**. We are committed to doing whatever we can to support and include all our people. Always.

As a community, I implore us – both collectively and as individuals – to ensure we're part of the solution. Actively address racism that is perpetuated through silence – reject racist views, speak out about injustice, and support one another through this time. Many groups across our company, Field Diversity & Inclusion teams, our Employee Resource Groups, and your local D&I councils, have invested significant time into creating important dialogue to ensure that we are an organization where everyone is welcome, included and safe. Your voice matters as we maintain our unshakeable commitment to uphold our values as a company.

Our company makes an impact. You make an impact. Let's be here to support each other through this time and do all that we can to make a collective impact against racism.

Thank you for all you do.

John



John E. Schlifske
Chairman, President, and Chief Executive Officer



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