

October 21, 2020

To: UW Medicine Community

Dear Colleagues,

I write at a time of extremely stressful challenges due to the COVID-19 pandemic, associated financial pressures, and the impact of racism in medicine and in our community. This is a time of rapid and uncertain change in healthcare along with political, social, and economic turbulence in our country. These many challenges impact all of us but have different effects for each individual.

As we collectively and individually address the many challenges, I believe we can best support each other when we work together with a focus on care and compassion. I have been impressed and humbled by how you have responded as effective teams by listening to different perspectives, supporting new ideas, and developing innovative solutions. By working together, you have cared for some of the most vulnerable patients in our community, creatively converted many teaching programs to virtual learning, and continued to be national leaders in the full range of medical research. I am inspired by the excellence of your patient care, teaching and research, and I deeply appreciate your truly outstanding and extraordinarily hard work over the past eight months. Thank you very much!

I am reaching out now because the upcoming national and local elections raise more uncertainty for many of us. The additional stress and anxiety related to the elections challenge our ability to make progress with our many goals and objectives. At this time, our mission to improve health for all people provides me with a professional compass to guide my activities. I believe that nothing about this uncertain environment should change our dedication to advance our mission *together* by supporting excellent patient care, outstanding education, and breakthrough research. Nothing should distract us from our goal to be an anti-racist, inclusive community committed to treating each other with respect, care, and compassion.

I also believe that an important key to addressing the many challenges that we face is effective dialogue—communication with each other that is based on active listening and thoughtful discussion. Effective dialogue will help us move forward. It will help us advance our goals as we together strive to improve the health of all people. I am inspired by how our community has worked together over the last eight months, and I know we will continue to succeed as a community as we work together through the many challenges ahead.

My best wishes for good health!

Sincerely,



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