



### ***Dear Faculty and Staff,***

Change is a constant. At PAFA, we experience change all the time, but some changes have greater impact than others. Together, we have weathered the COVID-19 pandemic, and through these trying times, you have asked for support, for your voices to matter, and for change. You asked, and the senior staff and Office of Institutional Safety and Equity are answering. **We hear you.**

### **Thank You**

First and foremost, thank you for sharing your opinions and concerns. It takes courage to ask for and lead change. We teach our students to be bold and you are leading by example. Over the next few months, we will communicate PAFA's responses to your suggestions and concerns. We will cover topics ranging from pay increases to a focus on diversity, inclusion, and belonging. The communication format will vary, from emails to videos, to discussion sessions with senior staff.

### **Moving Forward**

In conjunction with senior staff, the Office of Institutional Safety and Equity has been working hard to create solutions that are inclusive. We appreciate everyone who has helped so far, and those who will continue to help us address challenges and respond to opportunities. From honoring holidays celebrating the end of enslavement to keeping the community safe, we are here to create a meaningful impact.



Like many institutions, PAFA is looking to shape its future. We invite you to celebrate the wins and the return to campus for a **Welcome Back Celebration** on **August 6, 2021**. We continue to invite you to collaborate on future solutions and to help keep PAFA strong. A more diverse, inclusive, unwavering future is possible. Together we can create it. It is up to us to help PAFA chart the course. Onward.



**OISE-HR  
Website**

**Pennsylvania Academy of the Fine Arts  
Office of Institutional Safety & Equity**