

## Wright, Gill (Health)

---

**From:** Todd, Brian (Health)  
**Sent:** Tuesday, November 30, 2021 2:53 PM  
**To:** Wright, Gill (Health)  
**Subject:** My Meeting with Dr. Kang

Dr. Wright,

I wanted to follow up after yesterday's conversation with Dr. Stephanie Kang

Dr Kang came to my office yesterday afternoon to discuss the email that was sent to staff regarding the Rittenhouse verdict. She apologized if it caused me a problem. I said it was a learning experience and that you and I have already talked about the approval process moving forward. During the conversation she told me that she had received emails from people in the department who were happy to see the email. She showed me a sheet of paper with email comments and wanted to know how future emails would be written because there will be more instances of this occurring. She appeared to want to prove that the email was warranted. I said if it was up to me, I would have responded directly to anyone that had concerns with the verdict and let them know that EAP services are available, confidential and the people are counseling professionals. As far as I know, you as an MD have some type of counseling training but I am not aware that she or Melva have such qualifications. That's another reason to make sure they know about the EAP services. Any email sent to all employees would reflect the same message. Dr. Kang said the email was a draft and she expected for it to be edited. I told her I didn't see the email and don't know if it was presented to you as a draft or as final.

I also told her that I have always viewed my position as PIO as answering to the taxpayers with particular focus on public health issues such as children's immunizations, drug overdoses, and many others in addition to Covid. I said at that time that I had hurt my back and in pain but I'm working today because taxpayers, elected officials, and media expect us to provide information about the Omicron variant. Taxpayers, elected officials and media don't care that my back is hurting, they expect me to be doing what I'm paid to do. I look at our role as a health department the same way when it comes to focusing on public health issues. I cannot care about how an employee feels. EAP services are available to address employees that have concerns. I care about Covid vaccinations, children's immunizations, overdoses. As far as I can tell, the email did nothing to support addresses those challenges.

The same would be expected if an individual worked at Walmart, Lowes, Home Depot.

I asked her how many people reached out to her with concerns prior to her drafting the email. Since I don't know the members of her team, I asked if it was anyone on her team or if there were others. She said others besides those on her team.

I asked her if she could have one or more of them come and talk to me so that I could better understand. She said they would understandably not want to bring their concerns to a white man in power. I immediately ended the conversation, let her know that was a racial and sexist comment and it was unacceptable. I came to your office, very upset, and feeling threatened to let you know I was done with the conversation and left.

After further consideration, it was clear that Dr. Kang was judging me by my race and sex. As it is written in the **Title VII of the Civil Rights Act of 1964**. Title VII of the Civil Rights Act, as amended, protects employees and job applicants from employment discrimination based on race, color, religion, sex and national origin.

I believe you should address my concern with Dr. Kang and let me know the results of the conversation.

I appreciate your understanding and please let me know if you have questions.