“May this light shine in the lives of all Kappa Epsilon members, both near and far, so as to reflect the true meaning, purpose and ideals of our profession of pharmacy, and may the radiance of our lives be an inspiration to all mankind.”

To the Members of Kappa Epsilon:

Kappa Epsilon Fraternity stands with our diverse membership in the demand for the systemic overhaul of the social injustice, inequality, and racism that black Americans and persons of color experience on a daily basis. We send our heartfelt support to those mourning the loss of George Floyd, Eric Garner, Breonna Taylor, Tamir Rice, and many, many others who are not known on the national platform. Regardless of whether their deaths are publicized or not, black lives matter.

The first vow in the Oath of a Pharmacist states, “I will consider the welfare of humanity and relief of suffering as my primary concerns.” As healthcare providers, Kappa Epsilon members are active advocates for our socially disadvantaged patients and communities, but over four centuries of privilege and agency has created inequality and inherent bias in our communities and even in our profession. Because of that, we need to recognize and identify areas of disparity in healthcare, in our patient populations, and in our workplace(s).

Our first steps are to educate ourselves and proactively promote values of inclusivity and acceptance in our membership, especially those of us who do not hold marginalized or oppressed identities. Currently, Kappa Epsilon is actively seeking out opportunities for formalized training and education regarding racism and bias and will share these when we have acquired them. All members, but especially members that hold any office, will be expected to review and incorporate what is learned into the management of our chapters and fraternity.

Kappa Epsilon, in no way, condones or tolerates any form of discrimination on the basis of race, gender, religious beliefs, sexual orientation or identity, origin, age, or disability. It is expected that each member upholds the ideals of our profession of pharmacy and anything less than professional upstanding behavior should be brought to our attention. We welcome your input and feedback on how we are doing and how we can do better. Holding each other accountable is one of the ways we show that we are committed to change.

For our members who do choose to speak out and protest in a peaceful and meaningful way; thank you for being a voice for those who may not be able to speak for themselves. In the same tone of acceptance, we love and accept our members who are not as comfortable being public with what is true in their hearts. We hope that the future changes in our training and education helps improve our communication and advocacy.

I do not see these critically important issues resolving overnight with one letter or one training session, but I do know that our family is strong. We are determined to be better human beings with a huge capacity to respect and honor our sisters and brothers in the Bond.

In the Bond,

Erin M. Lingenfelter, Kappa Epsilon Grand President