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**Ladies and Gentlemen,  
Dear Colleagues,  
Faculty, Staff, Doctoral Students, Students and Alumni  
of the Medical University of Gdańsk,**

in October 2020, we launched the educational and information campaign "**Kultura Szacunku/ Culture of Respect**" at our University. Its aim was to draw the attention of members of our community to the importance and relevance in the life of the academic community of such key values and attitudes as respect and equality, kindness and understanding, tolerance and trust. In the course of the campaign, we carried out educational activities – lectures, webinars, an expert debate – to improve our knowledge, awareness and sensitivity regarding discrimination and bullying, as well as the factors that shape positive interpersonal relationships. It goes without saying that good relations between members of our academic community, mutual respect and equal treatment, should be our concern at all times, so actions in this sphere should not be ad hoc or transient.

Taking into account the internal needs of our academic community, the impulses coming from our Students, as well as the phenomena in social life outside the University, from January 2023 we will continue the "Culture of Respect" campaign, and its new phase will address one of the fundamental values and rules of society, which is **EQUALITY**. Equality in dignity, equality before the law, equality in treatment at university and in society, regardless of any differences between us. The slogan for this phase of the campaign is "**Diverse and Equal**".

We want to approach the subject of equality in a cross-cutting manner, taking into account the broad spectrum of human characteristics and elements of identity that are sometimes used as grounds for unequal treatment in everyday life. Thus, we will look at equality (and breaches of the principle of equality) on the basis of: **health and performance status, age and appearance, hierarchical position, gender and psychosexual orientation, ethnicity and cultural identity, marital status and financial status.**

We want to describe and discuss the issue of equality among and with the involvement of female and male employees, students of our University, and explore it with internal and external experts in a reliable and in-depth way, using reliable sources of information, the results of research projects, and the experience of people and institutions that are effective in building a culture of respect and in promoting and protecting equality in their communities and, more broadly, in social life. We want to reach out with solid knowledge, aware that we still may not know enough, to stimulate reflection, to foster attitudes and relationships based on mutual respect and awareness of the equal dignity of all, and to encourage greater sensitivity to words and actions that violate these basic principles.

## EVERYONE CAN GET INVOLVED

We are convinced that in order for such actions to have the desired effect and result in real change for the better in our academic community, our good communication and cooperation is essential. We are keen to hear your views, especially those of people who experience discrimination or unequal treatment. Let's talk about what's good and what needs fixing at our University in the realm of equality in the broadest sense. We want to learn about the problems of our Staff and Students and their ideas for actions that can make our community better, happier and more effective through equal treatment, mutual respect, respect for the laws and protecting equality in diversity.



Therefore, we invite you all to submit your individual and collective ideas for events, publications and other activities that you would like to author and implement or co-author as part of the campaign. We ask you to send your proposals to the following email addresses:

- [respect@gumed.edu.pl](mailto:respect@gumed.edu.pl) (remarks, observations and proposals of actions pertaining to building and reinforcing the culture of respect at GUMed),
- [uss@gumed.edu.pl](mailto:uss@gumed.edu.pl) (proposals for student activities),
- [gazeta@gumed.edu.pl](mailto:gazeta@gumed.edu.pl) (proposals for texts or graphics for publication in the university magazine "Gazeta GUMed").

Proposals that will require costs to implement will be supported and carried out depending on their evaluation by the Coordinators' Group and available financial possibilities.

We encourage Everyone to follow the articles in "Gazeta GUMed", visit the website <https://cultureofrespect.mug.edu.pl> >> **folder Diverse and Equal**) and familiarise yourself with the planned events in the continued campaign, which we announced in the December issue of our university magazine on pages 15-19 of <https://tinyurl.com/GazetaGUMed-2022-12>.

We hope very much for your interest and involvement in the activities designed to help us all live and work together at our University with enthusiasm, in an atmosphere of mutual respect, equality, openness and trust.

**You are welcome!**

With best regards and greetings,

*Jacek Kaczmarek*

*Ewa Kiszka*

*Małgorzata Omilian-Mucharska*