

**From:** Office of the Dean <[REDACTED]@dal.ca>

**Subject:** Tupper Foyer

**Date:** July 15, 2024 at 11:39:25 ADT

**To:** Faculty/Staff <[REDACTED]@gmail.com>

## MEMORANDUM

**To:** Faculty, staff, and students  
**From:** Dr. David Anderson, Dean, Faculty of Medicine  
**Date:** July 15, 2024  
**Re:** **Tupper Foyer**

In the Faculty of Medicine here at Dalhousie, it is our commitment to provide working and learning environments that are grounded in respect for the rights and traditions of all.

When we released our strategic plan, [Realizing Our Ambition](#), in 2023, we announced a new stream of work called Valuing People. This area focuses on our belief that people and culture can set us apart, and if we start with a “people first” approach, anything is possible. To do this, we must focus on creating positive, safe, and inclusive environments for people to thrive.

In recent years, the Faculty of Medicine has seen tremendous growth in attracting individuals from underrepresented communities to our education programs, including Black and Indigenous students. These students bring with them lived experiences and insights that will one day make them excellent physicians and scientists, and in turn, we are learning how we as an institution can examine and redefine our interactions with historically marginalized communities.

We have heard from students, faculty, and staff that they do not always feel welcome in our Tupper Building foyer, which is a key space for our campus. While the portraits of previous deans and other historic figures found there represented our history, they also represent that, like many other institutions of our region, our Faculty has been dominated by senior male white leaders. This group does not represent our current student body and the diversity of communities our Faculty has a responsibility to serve.

After much thought and consultation, we have decided to change the decorum in our Tupper Building foyer space. As a first step we have taken down the portraits of our former deans and other medical school figures from the space. We will be honouring their contributions by developing a virtual tribute to our former deans which will be placed on our website at a future date.

We are looking at ways to make the foyer of the Tupper Building a more welcoming and inclusive space for all students, staff, and faculty in addition to the diverse communities in our region and we look forward to sharing more about these plans in the coming months.

Kindest regards,

Dr. David Anderson  
Dean, Faculty of Medicine