

Dear THON Community,

Over the summer, we have continued to learn about the discriminatory and unjust experiences that Black students have had in and outside of THON at Penn State. Stories shared on social media accounts and in individual meetings have shed light on the fact that there is a strong need to transform our organizational culture into one that embraces everyone. There should never be tolerance for racial slurs, bias decision making, or exclusion for any reason. THON's mission at its core is to serve others and that starts with every member of our community.

In order to not only continue these conversations, but more importantly ensure we have an action plan with ways to improve, we are asking for your help. [Here](#) is a form for sharing your experiences, feedback for improvement, and interest in being part of this effort. This may be completed anonymously, and each field of the form is optional. Please share this link with anyone that may be interested in participating, regardless of if they have had a formal experience with THON or not.

We will then use the information received from the above form, individual meetings, and small group roundtables to create a plan of action for ways to improve our organization. So that there is complete understanding of these initiatives by the time new volunteers are selected, this plan will be released prior to the next round of committee applications which occur in late August. We are hopeful that this will be a tangible step towards the future of a more inclusive, welcoming, and educated THON Community.

Thank you for your time and consideration.

For The Kids,
Katie Solomon
THON 2021 Executive Director

THON is a student-run philanthropy committed to enhancing the lives of children and families impacted by childhood cancer. Our mission is to provide emotional and financial support, spread awareness and ensure funding for critical research — all in pursuit of a cure.