

# EXHIBIT B

**From:** Tammy Weitzman <tammysweitzman@gmail.com>  
**Sent:** [REDACTED]  
**To:** [REDACTED]  
**Subject:** Email communication re race/ allyship

[REDACTED]

Hi Tammy,

I'm writing to you because I'm profoundly perturbed regarding our conversation from last Thursday, shortly after the race and allyship discussion that we all had as a group.

You called me because you stated that you felt "triggered" by the [post](#) that I shared with our social work group after the race and allyship discussion, regarding how to have conversations with family members, friends, or colleagues who are saying racist or bigoted things. You specifically mentioned feeling triggered by a sentence in the post that said, "Many of us are grappling with how to use our skills and influence to resist the upcoming Trump administration and the hatred and violence that it inspires." You acknowledged that this sentence was the only thing that triggered you in the post, and that you agreed with the rest of the post. You mentioned a great deal regarding why it was triggering to you, namely that you have family who are Trump supporters and that you have a good family friend who was in the Trump administration, and that it's been hard for you to hear people say negative things about the Trump administration and this family friend as a result. You said that you wished that politics didn't have to be a part of the discussion.

Out of shock, I didn't say much, other than to state that as a woman of color with an immigrant family, I found the post in its entirety to represent truth. You said we'd have to agree to disagree and that you hoped we could still have good relationship, and we ended the call.

I am flabbergasted that you, a white woman and a fellow social worker, would choose to burden me, a woman of color, with your feelings and triggers around this post. I am also flabbergasted, when both of us are social workers, that this sentence even triggered you. Trump's administration did inspire hate speech and violence - this is a [nonnegotiable fact](#). As I mentioned on the call, it is also a nonnegotiable fact that people and families who look like me and mine and who are darker than me have been disproportionately impacted by his administration, in terms of the fear and danger that we have faced as a result of the hatemongering which he engaged in and inspired in his followers. You've mentioned to me previously that you identify as Jewish, which makes this interaction from last Thursday all the more bewildering to me, considering the anti-Semitism is stoked by the hate speech and violence Trump's administration inspired.

The data indicates that it is impossible to separate the impact of the Trump administration on marginalized groups from the work we as social workers are ethically bound to do, which is to support and enhance the rights of marginalized groups.

You focused on a single sentence in a 2,600 word post and by calling me, you tried to make your feeling of being triggered my responsibility. It is the essence of white privilege to be able to focus on a tree at the expense of seeing the forest. It is the essence of white fragility to claim victimhood when you are definitely

not the victim. I'm disturbed that a white woman on a social work team at a major institution like SCCA would try to play these games, would claim the status of victimhood, in the face of a woman of color, after the years of the era of Trump.

I must note down one more observation. Because of your disengaged affect, your facial expressions which were often incongruent with what was being discussed, and your eye contact going off-screen frequently, I sensed that you weren't paying much attention to our race and allyship conversation. It seemed like you were focusing on something off-screen far more than the conversation. Your inattention in the group, combined with your claiming triggering in response to the post, have severely disappointed me as your colleague and as a fellow social worker.

The whole point of our race and allyship conversations and the resulting resources that we share with one another is that we as a group aim to enhance patient care and to reduce inequitable patient outcomes. Reducing inequitable patient outcomes is [a goal](#) of SCCA and Fred Hutch at large. The more that we work on our own individual biases, the more that we can help others overcome their biases in our institution so that we can dispel the conditions that foster these inequities.

According to the principles outlined in our [NASW code of ethics](#), two of the goals social workers are charged with are "to help people in need and to address social problems" and to "challenge social injustice."

Specifically, the NASW code of ethics states:

"Social workers should obtain education about and seek to understand the nature of social diversity and oppression with respect to race, ethnicity, national origin, color, sex, sexual orientation, gender identity or expression, age, marital status, political belief, religion, immigration status, and mental or physical ability... Social workers should advocate for living conditions conducive to the fulfillment of basic human needs and should promote social, economic, political, and cultural values and institutions that are compatible with the realization of social justice. "

The code goes on to [state](#):

Our race and allyship conversations are in direct service of our ethical code and SCCA goals. For you as a social worker to not participate in this effort I find to be not only disappointing as a colleague, but also antithetical to the code of ethics that we are supposed to live by. When you continually bring up your upbringing in Canada and how you're unfamiliar with American race relations despite having lived here for decades; and when you are triggered when reading the post which I sent, that in only a single sentence references the thing that you're upset about; you're showing that you're unable to step outside of your own shoes and therefore not able to advocate for the marginalized voices among us. Per our code of ethics, these dynamics indicate that you are not being an ethical social worker.

The stressors, particularly of the past four years, endured by people of color and Black people – repeated incidents like this one, for example – have forced me to have an enhanced level of ability to advocate for myself. If I weren't so driven by trying to foster socially just, equitable patient outcomes, and if I weren't already so comfortable with self-advocacy, your phone call likely would have had the outcome of making me

hesitate to send out the next antiracist resource that may have benefited our social work group and our goals of dispelling inequitable patient outcomes. Your phone call could have made me think twice about how or if I speak in our race and allyship conversations, and in other group situations where advocacy on behalf of marginalized groups is required. THIS is how people of color and Black people are silenced in major institutions, by actions like your phone call to me. I can only imagine how many BIPOC employees at SCCA have had interactions like the one you and I had and as a result, been demoralized and silenced.

I will not privilege your or any white person's comfort over the safety of people of color and Black people, and I certainly won't privilege your comfort over equitable patient outcomes.

I'm copying Tiffany and HR on this email because I want them to be aware of the inappropriate nature of your phone call to me. Furthermore, I hope SCCA as an institution will understand that it is interactions like these that lead to the demoralization, silencing, and departure from SCCA of people of color of talent and motivation, which is why SCCA is finding itself having to do so much work around the hiring and retention of staff of color. I hope SCCA is able to take this incident seriously, and Tammy, I hope you're able to think about our interaction and your responses in a different way.

Sincerely,  
Nidhi

...

**Nidhi Berry, MSW, LSWAIC**

*Clinical Oncology Social Work*

Pronouns: she/her ([What is this?](#))

Pronunciation: Ni'-ðē - Ni with short i like nib, soft dh like the th in leather, long i like see

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### **Stay safe**

If you have an appointment and have any COVID-19 symptoms, please call your care team before coming to the clinic. All SCCA patients, visitors and staff must wear a mask in the clinic. If you don't have a mask, one will be provided. You may only bring **one visitor** to your appointments; a visitor is a caregiver, family member or friend. Click [here](#) to learn more about SCCA's mask and visitor policies and other COVID-19 information.

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#### 6.04 Social and Political Action

(a) Social workers should engage in social and political action that seeks to ensure that all people have equal access to the resources, employment, services, and opportunities they require to meet their basic human needs and to develop fully. Social workers should be aware of the impact of the political arena on practice and should advocate for changes in policy and legislation to improve social conditions in order to meet basic human needs and promote social justice.

(b) Social workers should act to expand choice and opportunity for all people, with special regard for vulnerable, disadvantaged, oppressed, and exploited people and groups.

(c) Social workers should promote conditions that encourage respect for cultural and social diversity within the United States and globally. Social workers should promote policies and practices that demonstrate respect for difference, support the expansion of cultural knowledge and resources, advocate for programs and institutions that demonstrate cultural competence, and promote policies that safeguard the rights of and confirm equity and social justice for all people.

(d) Social workers should act to prevent and eliminate domination of, exploitation of, and discrimination against any person, group, or class on the basis of race, ethnicity, national origin, color, sex, sexual orientation, gender identity or expression, age, marital status, political belief, religion, immigration status, or mental or physical ability.



Sent from my iPhone