

## **Supporting Social Justice**

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The recent deaths of George Floyd, Breonna Taylor and Ahmaud Arbery, along with the disproportionate share of COVID-19 bearing down on People of Color and those in group living, remind us of the inequities and injustices that continue to be active in our communities. We at Beaverbrook STEP vow to uphold our mission. To that end, we support all statements that condemn any form of hatred, privilege, prejudice or discrimination; we stand with those who fight for dignity, equality and justice for People of Color; we pledge to become more effective in order to impact systemic oppression wherever it exists.

We are mourning illness due to a virus we don't understand, we are nursing wounds of violence by those who abuse their powerful positions of protection and care. We are facing the deeply embedded and pervasive inequality of economic, educational, health, housing and cultural disparities. It is our belief that only by battling systemic, institutional racism and prejudice directly, will healing, learning and growth evolve. That task is significant and decades-long, but we must start immediately by giving individual and collective voice to equity and restorative justice for all. That goal begins with effective leadership.

**Diversity and Inclusion Committee:** We are forming a committee at Beaverbrook STEP comprised of and supported by people representing all facets of our organization. This committee will be led by people we assist and by members of our staff who have been most affected by recent violations of civil liberties and human rights. This group is tasked with developing programs, initiatives and learning opportunities within our community that will deepen the support that can be given to People of Color and marginalized groups, in particular. Moving forward, the committee will more intentionally examine issues related to race and ways we can improve. The work continues - there is so much to do together.

"We have a right to protest for what is right. That's all we can do. There are people hurting, there are people suffering, so we have an obligation, a mandate, to do something." — Rep. John Lewis

### **Resources:**

**White Fragility**

Robin J. DiAngelo

**Stuff That Needs to be Said**

John Pavlovitz

**The Groundwater Approach**

Bayard Love & Deena Hayes-Greene - The Racial Equity Institute

**Your Black Colleagues May Look Like They're Okay**    Danielle Cadet