



Our Commitment to Equity

June 15, 2020

Together we say their names out loud, **Rayshard Brooks, George Floyd, Ahmaud Arbery, and Breonna Taylor**. We mournfully recognize there are countless more black people who have died violent deaths at the hands of law enforcement and white vigilantes. We are angered and saddened that we are here; again. Our grief drives us to do better and still we remain disillusioned of the reality that without powerful change, injustices like these will continue to happen. Institutional racism has taught us to believe that a white human life is more valuable than a black human life. That is why we say out loud, **Black Lives Matter**.

As George Floyd, a man, father, brother, and son was laid to rest this past week, next to his mother, and the voices of 60,000 protesters in our city grew louder than ever as they marched together in silence. By taking the risk to gather during a global pandemic, they have clearly demonstrated the most pressing health concern facing our nation is that we are plagued by our white supremacist culture. A health concern that threatens the lives of our staff, families, community, and country.

We admit that we struggled to develop our message as an organization and acknowledge we do not have all the answers. We stand in solidarity in the fight against racism, othering, and hate. We will not be silent in the face of injustice. ARC's vision, in partnership with Seattle Parks and Recreation, is to **bring together all people to build a healthy community**. Our obligation to take action to improve the health of our community has become clearer than ever.

We renew our commitment to ending racial disparities while simultaneously recognizing that it has not been enough to improve the generational health of our community. To affect lasting change, we will work with black and brown leaders, educate white community members, and work to eliminate dominant culture norms. Moving forward we will increase the focus on our own operational systems and begin the difficult work of dismantling policies and processes that uphold racial inequities. We cannot do this work without community and invite community-based participation and accountability.

Black, Indigenous, and People of Color; you are leaders in our organization, leaders in the communities we serve, leaders of our past, and the leaders of our future. We walk with you on this journey forward.

On behalf of the ARC staff and board,

Bill Keller
ARC Executive Director

Jonathan Hartung
ARC Board President

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- Show up for the movement: <https://blacklivesseattle.org/> and <https://www.kingcountyequitynow.com/>
 - Recognize the Duwamish: <https://www.realrentduwamish.org/>
 - Better understand how to [dismantle white supremacist culture](#)
 - Learn about the City of Seattle's Race and Social Justice Initiative: <https://www.seattle.gov/rsji>
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