



Dear ANDRUS Community,

The recent events involving race, violence, and the unfortunate loss of human life, although not new to us, remind us of the importance of ANDRUS's core mission to nurture the social and emotional wellbeing of children, families, and communities. Transitioning our mission statement into action includes speaking out against injustices, such as the generational trauma of racism and discrimination. Black Lives Matter and all lives are precious! The current pandemic has impacted all of us, but it seems to have disproportionately impacted communities of color and those who are most vulnerable.

The ANDRUS team stands in solidarity with our staff, students, children and families against racism and oppression in all its forms, and always will.

Our Sanctuary Commitment to Nonviolence reminds us that safety includes psychological, social, and moral safety, in addition to physical safety. When physical safety is breached, it is often because there has been a violation of psychological, social, and/or moral safety. While the riots and violence erupting in our cities is not acceptable nor condoned, it is helpful when we apply a trauma-informed lens as it helps us to see a larger story. While we must take steps to protect people and property, we must also address the psychological, social, and moral violence of systemic racism to prevent future physical violence.

We have been taught that race and racism are subjects to be avoided because they are too difficult, and too emotional to discuss. Through Sanctuary, the **SELF** framework provides a structure that allows us to talk about these types of difficult topics.

We can discuss how systemic racism affects **Safety** for everyone, not just people of color.

We can talk about the difficult **Emotions** that people experience from guilt and shame to rage, frustration, and fear. By acknowledging emotions, we can better manage them.

We can examine the **Losses** that occur because of systemic racism, and the losses that will occur as we work towards change.

Most importantly, we can envision a different **Future**, one in which our country lives up to its promise that all people are created equal.

The focus on **Future** isn't simply about imagining how things will be different, but also about bringing that vision to reality.

Systemic racism, with its implicit bias, is one of the most defining issues of our lifetime and has been a part of our country's history for far too long. In the following weeks we have asked the Sanctuary Core Team, along with the Equity, Diversity, and Inclusion to provide additional resources that can assist all of us in processing and managing our feelings around these issues.

As always, we welcome input from all members of the ANDRUS community on how to ensure a safe, welcoming, and affirming workplace for all. With everything going on, everyone please stay safe.

Respectfully,

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President & CEO

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