



Dear Community,

This year, a blinding spotlight has been placed on the systemic racism that occurs in our communities and all over the world. We are heart broken by the numerous acts of violence and daily harm that racist individuals and institutions commit against all communities of color.

For too long, we failed to take a clear, public, and timely stand against racism. Let us be clear now that the Trekkers' Diversity, Equity, and Inclusion Committee, Board of Directors, Executive Director, and Staff acknowledge and condemn systemic racism, racial injustice, and inequity. We believe that black lives matter and stand in solidarity with the brave activists fighting for freedom, liberation, and justice. We publicly commit to anti-racist, anti-bias education and action by:

1. Implementing ongoing implicit bias and racial equity training for staff, board, and volunteers, most immediately to ensure our programs are safe for all people of color and to expand curriculum towards antiracist and anti-bias education
2. Assessing our policies, procedures, and practices to address diversity, equity and inclusion violations and growth opportunities, including staff and volunteer recruitment
3. Establishing a Diversity, Equity, and Inclusion Committee to steer this work strategically, proactively, and publicly

We are deeply committed to ensuring that Trekkers is a safe environment for all our students, regardless of background. As we collectively engage in anti-racist understanding, learning, and action, many of us are seeking ways to connect, learn, and process. We hope this is the **beginning of a conversation with you and urge you to reach out directly**. Now is the time to take responsibility for our role in creating a more just, equitable, and empathetic world for our youth.

Sincerely,

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