



June 2, 2020

Dear NewCourtland Network,

Like you, I have a very heavy heart these past several days. Over this past week my family and I have shared our sadness and outrage at the recent chilling, racist events. The murder of George Floyd in Minneapolis and the horrific incident in New York's Central Park are the latest of many episodes highlighting injustices and sparking outrage and demonstrations across the U.S.

This current crisis, triggered by these recent racial injustices, comes while we are all struggling with the daily challenges of the COVID pandemic. Since the arrival back in early March of COVID-19 as an international health crisis it has further evolved into an economic and social crisis. While it impacts everyone, we must be open in acknowledging that it doesn't affect everyone in the same way. In every instance black and brown people in the U.S. have been disproportionately impacted, adding to the inequalities and injustices that already existed for far too long. This is a stark reminder that we have a long way to go to make our communities and workplaces more equitable, more inclusive, and more just.

NewCourtland is dedicated to the non-judgmental care and dignity for every individual. We believe in human potential and we advocate respect and dignity. We must now double down on our commitment to do all we can to fight racism and strengthen diversity and equality at work and in the communities where we live and serve. It is the right thing to do, and it is what we must do to build a better world for all, one we know is possible.

We are proud of our diverse workforce, while at the same time acknowledging we have more work to do. For every employee in our organization, particularly those of color, I want to say clearly that I support you, and I hear your pain and anger. Our NewCourtland community, our city, and our country are hurting. We recognize that each individual holds her or his unique experiences and pain. I respectfully encourage all of us to be compassionate to ourselves, to our co-workers, and to our families and friends. Offer each other an opportunity to be heard without judgment. Find a listening ear with someone you trust. If you need help or accommodations at work, please reach out to any member of our senior management team. We care deeply about you and will do whatever we can to help you.

NewCourtland will listen to you, we will learn from you, and we will implement changes so that we are doing our part to be part of the solution. Our senior management team and I commit to you that NewCourtland will continue to work toward and promote justice and equitable rights for all members of our team, and for every individual placed in our care.

Most Sincerely,

Joe Duffey
CEO