



NEBRASKA COALITION

TO END SEXUAL AND DOMESTIC VIOLENCE

As leaders, we have a responsibility to openly and loudly affirm that Black, Indigenous and People of Color (BIPOC) who are employees and partners with our organization are safe at work from racism and discrimination, and that we vehemently oppose and condemn the actions of the violence, including police brutality and oppression. We will support BIPOC as their lives have been impacted by both historical and current race-based trauma.

At the Nebraska Coalition to End Sexual and Domestic Violence we are entering discussions with our BIPOC employees and partners. We ask you please consider each of these questions in order to create a safe and supportive environment:

- How are we helping our BIPOC colleagues?
- What resources have we offered?
- Have we connected to our colleagues to offer support?
- How are we working with our non-Black employees to remind them that inherent bias runs deep and that we are each responsible for unlearning racism?
- Are we meeting our BIPOC colleagues where they are at during times of tension and change and not holding them to the unrealistic expectation of positivity and productivity?

We do a deep disservice to our world by turning a blind eye and pretending that these events aren't impacting all of us, particularly our BIPOC employees and their families.

Putting this in writing is not enough. In addition to affirming the above principles, the Nebraska Coalition is taking immediate action to develop an Action Plan which will outline our commitments and actions we will be taking to dismantle systems of racial oppression.