



Hate, racism, discrimination, systematic injustice... These words, these actions, these matters of the heart, they are abominable.

We will not miss this moment. We allow the recent tragic events in our country to bind us in solidarity, and move us toward change. We as an agency have paused to listen, learn, and look inward. We now turn outward to stand alongside our Black colleagues, children, young adults and families, community members, and supporters. We continue to fight against racial injustice more educated, more compassionate, and committed to always evolving.

Pathway was built on seven values, the first of which is **LOVE**. We may hear the poignant words of our founder Jim Bridges who states, "We love each person, helping to bear burdens and rejoicing in successes." Today, *love remains*.

Our staff, foster parents, board members, and volunteers wrap each child, family, and young adult we serve in unconditional love. We stand next to them, regardless of the daily challenges being faced. We take every opportunity to make Pathway children feel that they are worthy and valued, in hopes of changing the perceptions that have been projected on them.

This is a long term commitment; one that *requires each of us* to take personal responsibility as advocates and agents for change in addressing the causes of racial injustice.

An immediate change to be implemented is that we will no longer use the word "emancipated" for youth aging out and leaving foster care. In the long term, we take responsibility to live out our mission in helping children and families realize the possibilities of their lives. This includes- eliminating intolerance and unknown bias, modeling diversity, fostering conversations that educate, implementing more trainings on race and diversity, and creating an environment where all feel they are heard and understood.

It is more important than ever to take care of ourselves so that we can in turn care for and stand up for those whose voices must be heard. Take time to rest and reflect. Pathway is committed to positive growth and we are here to support you and your family.

Sincerely,

A handwritten signature in blue ink that reads "Wendy Tracy". The signature is fluid and cursive, with the first name "Wendy" and last name "Tracy" clearly distinguishable.

Wendy Tracy

Pathway Executive Director