



Dear Leadership Snohomish County Community,

Leadership Snohomish County stands in solidarity with the people and movements taking place in our country demanding justice for the ongoing murders of Black bodies. We join in the condemning of all forms of racist violence and are both deeply heartbroken and outraged at the ongoing devaluing of Black Lives.

We are committing to use our platform to partner with leaders throughout Snohomish County to engage in personal and collective work to shift policies, practices, and programs and services to dismantle structural racism. Here's five steps we are taking an organization as we work to create the community free of racism we envision:

- All board members will participate in an anti-racism training by the end of 2020.
- We will ensure racial equity is integrated and operationalized in all of our internal and external policies, procedures, practices and programs including hiring and recruitment.
- We will invest in BIPOC businesses by prioritizing equity when hiring area experts and vendors for our programs and events.
- Continuing to be a vehicle for Racial Equity work in Snohomish County by hosting the Step Up Conference, Leadership for Racial Equity Cohort and other direct programs.
- Create sustainable scholarships dedicated to Black, Indigenous People of Color in our leadership programs.

This work is personal, organizational and systemic. We urge everyone in our community to interrogate and shift personal and organizational beliefs and practices that continue to harm Black, Indigenous, People of Color communities. As leaders we have the opportunity to influence power and it is time we do that for the Black community by ensuring their voices are being heard and racist systems are transformed.

As an organization we have a long way to go and we are committed to taking actions that demonstrate our stand for social justice and a transformed world. We call on all our LSC alumni, partners, and supporters to join us in this mission and ensure leaders understand that racial equity and social justice are a vital and necessary element of leadership.

Sincerely,

A handwritten signature in black ink, appearing to read "Ryan Crowther".

Ryan Crowther  
Chair, Board of Directors  
Leadership Snohomish County

A handwritten signature in black ink, appearing to read "Kathy Coffey".

Kathy Coffey  
Executive Director  
Leadership Snohomish County