

## Our challenging times have become even more challenging.

In recent months, Friends Care Community, along with our national trade association LeadingAge, has advocated vigorously for adequate care for older adults during the COVID-19 pandemic. Now we face another equally deadly pandemic. As the American Psychological Association declared recently, "We are living in a racism pandemic."

This racism pandemic is as disconcerting as it is a challenge to each of us, individually and collectively. For only by confronting the systemic racism in our country can we ever achieve understanding and justice. We believe this with every beat of our hearts.

The killing of George Floyd in Minneapolis—and so many other terrible events that have occurred around the country—is more than heartbreaking. We are witnessing our country's blithe indifference to racism and its casual acceptance of violence directed at people of color.

For many in the Friends Care Community as well as thousands of others in various LeadingAge communities throughout this country, the string of killings is deeply personal, and painful beyond belief. Not all of us know what it feels like to be afraid, each and every day. But we do know that one of us, one of our friends, or a colleague could easily become a victim of violence. We can't walk in anyone else's shoes. But we can try our best to understand what it feels like to be black, brown, Asian & Native American in America. We must stand with our sisters and brothers of color.

COVID-19, the coronavirus that we are all fighting, robs people of their health, instills fear, and in many cases, ends lives. Racism, bigotry, and hatred do the same—robbing lives while instilling fear and anger. What is taking place across this country right now shines a spotlight on people who must live their lives being afraid, angry, and hurt. It shines an intense light on what many Americans face daily.

At Friends Care Community, our values of acceptance, respect, justice, and inclusion, set us apart. We have worked hard to build a community that nurtures belonging and compassion for one another. So, in this time of grievous social injustice, let us reach out, comfort each other, and respond as friends and colleagues who care deeply about each other. Let us also use this incredible moment in history to ask the hard questions, to challenge the easy answers, and to engage in the fierce conversations that will lead toward a full-throated acceptance of our diversity, our unique strengths, and our power to change the course of history.

Friends Care Community is and will continue to be a place that continually strives to be inclusive and free from discrimination. A place that practices the value of respect and encourages each of us to accept and embrace each other. A place where we know that while we may differ, we are all bound to one another in our humanity. A place that values every person's voice, no matter how different the opinion. A place that strives for greater understanding overall.

Our heart goes out to all. We ask that we all come together, in our communities, to do our best to defeat the hatred, racism, bigotry, and divisiveness we see around us, and to raise awareness of the social injustices in our society.

With gratitude, appreciation, and in solidarity,

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