

Business Leadership Letter of Support for

YWCA Great Falls' Raising Voices of Color

(Add Business/Organization's Name)

is dedicated to becoming a leader in Great Falls YWCA's Raising Voices of Color project. Our organization plans to become engaged in the project by placing the spotlight on the needs of the members of the Black, Indigenous, and People of Color (BIPOC) community. Specifically, our organization plans to provide internal education opportunities on systemic racism and make internal changes to create a more racially equitable environment. We are committed to completing the following activities during the years 2021-2022.

Mark One or More. It's Strongly Recommended that Education Precedes Action.

EDUCATION

___ Provide 2 hours of Education to Organization Leaders on Systemic Racism

___ Provide 2 hours of Education to Organization Employees on Systemic Racism

ACTION

___ Explore with employees who are members of underrepresented groups on ways to improve diversity and equity in the workplace environment. This should be a safe space where employees can speak openly.

___ Make real changes to correct past disparities and take steps to improve diversity and equity in the work environment. These changes and steps should reflect the input from your employees who are members of underrepresented groups.

___ Implement a Zero-Tolerance policy for hate crimes and acts of racism.

___ Use your platform to bring awareness to injustices and demand results.

For resource information on systemic racism, racial diversity and equity, visit the YWCA Great Falls' webpage at: <https://ywcagreatfalls.org/wp-content/uploads/2021/04/Raising-Voices-of-Color-Resources.pdf> During discussions, you are strongly encouraged to use a mentor from one of the training sites listed on the Resource List. They help assure that safe spaces are maintained.

(Signature of Organization Director)

((Date)

(Signature of YWCA Great Falls Director)

(Date)

For questions or suggestions, please contact us at [YWCA Great Falls](#)