

June 7, 2020

## A Letter from Our CEO and Chairman of the Board

The deaths of George Floyd, Ahmaud Arbery, Breonna Taylor and all African-Americans who have faced horrific acts of racism and personal degradation are deplorable. Our ElderSource family acknowledges these current and past tragedies and stands in solidarity against injustice, racism, discrimination, and violence of any kind.

The systemic racism and inequality is impossible to ignore given the longstanding issues of racial disparity in our country. While the days ahead as our communities strive for equality and justice are not going to be easy, we believe our nation is on the cusp of a powerful, positive current that will ignite change, action and understanding.

In times like these, many might ask themselves the question: “What can I possibly do that would make a difference? My voice is small.” Or they might think: others will take up the cause and are better equipped to speak up.

We believe that no effort to listen or to participate is too small. Collectively, the voices will be stronger; the actions will bear significance; and the results will be substantial.

We encourage you to **ask questions**, even the uncomfortable ones, with the intent to **listen and learn**. Listening is key to effective communication, which can lead to productive dialogue. We encourage you to **vote**. Voting is your civic duty and your vote joins others to transform history. Support your neighbors and community leaders who are working to effect change and **join** them when you can. At ElderSource, we are committed to providing our clients, employees and community partners with a safe place to speak their minds. We are committed to working with our nonprofit cohorts to listen carefully, promote healthy dialogue, and share information and messages that will bring us together.

We look to the future with great hope and a desire to be part of the solution. We will continue to seek to serve and advocate for all older adults and caregivers who need our support now and always.

As our **Inclusion Statement** adopted in 2018 states, *ElderSource values all people – including, but not limited to all nationalities, socio-economic backgrounds, abilities, races, genders, religious perspectives, sexual orientations and gender identities – in everything we do. We welcome the unique insights and perspectives of all persons in our quest to fulfill our mission.*

Together, as a community, we will hold ourselves accountable to make real efforts to root out bias in favor of fairness to all as we advocate for **all** people to live and age with independence and dignity.

Sincerely,

Linda Levin  
CEO

Stu Gaines  
Chair, Board of Director

