



east bay community action program

THE BRIDGE to SELF-RELIANCE

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A Message from East Bay Community Action Program's Taskforce for Equity and Justice

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We at East Bay Community Action Program (EBCAP) believe that Black Lives Matter. As an agency, we denounce racism, injustice, and violence.

We witness the legacy of institutional racism as highlighted by the tragic murder of George Floyd and countless other black men, women and children; and it points to a country that has many unresolved issues. We need change, and we need to be part of that change.

It is now time to act. This work begins with taking a hard look at ourselves as individuals, and collectively as an organization. EBCAP's newly established employee Task Force for Justice & Equity is a platform to engage all staff and drive this collective initiative. We aim to accomplish the following:

- Work with seasoned facilitators and trainers to examine our own implicit bias.
- Review agency structure and policy, to ensure equity for all clients and employees.
- Elevate our work in the community to be a voice against systematic racism. Including advocating for legislation that advances equity and justice for all.

As a Community Action Program, EBCAP is positioned to lead the very change that we seek. Through our mission, we continue to work to create opportunities for all people to thrive and to build strong, resilient communities. We commit ourselves to the health and well-being of everyone and will work to dismantle structures that uphold racism and injustice.

Your help, as a community stakeholder, is needed to move the dial forward with us. That starts with dialogue, and collaborative efforts to produce lasting change. We encourage you to contact EBCAP's Task Force for Justice & Equity at JusticeEquityTaskForce@ebcap.org. Your input, questions and concerns will help us develop strategies to address community needs and enact change. We also encourage you to use existing communication channels, such as your trusted family advocates, Head Start teachers, and Family Center clinicians, to ask questions and share concerns.

We know there is much work to do and a lot to learn, but together we will march forward with empathy, humility, and fierce determination.