



Letter from our Leadership

June 9, 2020

Dear Friends,

Spring Institute welcomes the ongoing peaceful demonstrations and many of the new policy solutions being put forward here in Colorado and nationwide to address the systemic racism, discrimination, and violence that impacts Black people and people of color. As an organization that has striven to support diversity, inclusion, and equity for over forty years, Spring Institute is committed to going beyond expressions of solidarity with the Black Lives Matter movement and with other initiatives to combat racism. We also commit to being even more intentional in creating and implementing programs and services in a manner that helps our Black co-workers, sisters, brothers, neighbors, friends, and students meet their needs and share their voices, talents, and concerns. We are committed to actively combatting racism both within our organization and within our larger community.

As such, Spring Institute strives to do an even better job of:

- supporting policy solutions to decrease police violence against Black people and people of color;
- actively recruiting and supporting the professional development of Black coworkers and board members;
- educating our staff, board members, and our larger community on topics related to diversity, equity, and inclusion;
- providing platforms and programs that elevate the views and concerns of our Black community members; and
- implementing programs and services that serve our immigrant and refugee communities to educate them on systemic racial issues in the U.S. and how to preserve their culture while navigating through a new country.

For too long, racism has denied our Black community members access to the opportunities that we associate with the American dream. We all have a role to play to ensure that all Black people and people of color, whether immigrant or native born, are equally able to enjoy life, liberty and the pursuit of happiness. Please join us in this important work.

Sincerely,
Paula Schriefer, President and CEO
Margaret Kirkpatrick, Board Chair