
From: [Matt Enstice](#)

Sent: Tuesday, June 2, 2020 11:34 AM

To: ajgiacalone@twc.com

Subject: BNMC's Pledge for Racial Equity

Greetings!

During this heartbreaking time for our city and country, standing together as one community is more important than ever. We believe strongly in the need for diversity and the importance of inclusion. We are firmly against any form of racial injustice and hatred, and we pledge to speak up and speak out when we see this happening in our community and beyond.

The BNMC has always believed that by continuing to build a welcoming and inclusive environment, people are inspired and empowered to be their most creative and innovative selves. And yet, we're ever so aware that we're always learning, always growing, and always challenging ourselves to be better tomorrow than we are today.

Today, we are reaffirming our strongly held beliefs in promoting justice for all people.

The BNMC's pledge:

- We will engage our community to enhance diversity, inclusion, and respect for every person.
- We will break down barriers, push boundaries, and work as advocates for change.
- We will create an inclusive environment that will seek cooperative collaborations and community-based solutions.
- We will commit to an intentional and ongoing dialogue about racial injustice among our staff, partners and stakeholders.

We stand with you because you are a part of us. If you do not receive justice, neither do we. We promise to continue working together with our partners to create a better and more inclusive Buffalo.

Sincerely,

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