



June 18, 2020

## **A MESSAGE FROM PARL'S EXECUTIVE DIRECTOR AND BOARD OF TRUSTEES**

The world we are living in does not look like the one we wish to see. Out of respect for George Floyd and the many before him who have lost their lives or been harmed by racial injustice, we feel it is important to reach out to you to share our thoughts about this historic and important time and our commitment to being a positive force for change as we move forward.

As the executive director and board of trustees of the Providence Animal Rescue League, we affirm that we stand alongside and support the Black community to call for and commit to equity and inclusion. Black lives matter. We reject racism in any form.

We believe in inclusivity and diversity and will work to ensure that we continue to demonstrate that through how we serve our community and how we treat each other. More important than words are our actions.

Throughout our 107-year history, we have been committed to serving our community and their animals in the most inclusive and open way. We are more than ever committed to doing that. We do this as an open-admission shelter that serves ALL of our community members. Increasing the diversity of voices and perspectives from both a staff and a board level has been a part of our growth plans and will take an even more urgent priority.

We recognize that there is work to be done and are currently:

- Organizing a facilitated town hall meeting with our staff and board of directors to listen, learn, share ideas, and chart a course forward to make meaningful changes
- Reviewing internal policies and external communication for any unintentional biases that might be present
- Establishing an internal Diversity, Equity, and Inclusion Committee to make actionable recommendations with guidance from a professional with experience in this space

We remain committed to PARL, its incredible staff, and the community we serve.

Sincerely,

Rebecca Baylies, Executive Director  
Joss Poulton, President  
Luann Edwards, Vice President  
Mary-Catherine Armstrong, Treasurer  
Colleen Quigley, Secretary  
Karin Morse, Immediate Past President  
Steve Angell, Board Member  
Linda Chapman, Board Member  
Lindy Nash, Board Member

Posted 6/18/2020