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The tragic killing of George Floyd has brought to the surface long present issues of racial disparities and injustice. We are hearing the pain, anger and weariness of those who have a shared but unequal experience of living in the United States of America. Systemic issues of how people of color often experience law enforcement, access to housing, jobs, healthcare and other issues have led millions of people to step up and amplify the message of those who for decades have been saying, "This must stop."

During the past few months, we have often used the phrase "unprecedented times" to describe life under the cloud of the COVID-19 pandemic. We have felt fear, anxiety, frustration and loss. These are just some of the emotions felt for many years by people who have experienced racism. Whether we avoided, ignored or were simply not aware because we do not walk in the shoes of persons of color, we cannot ignore it any more. We must change.

At Landis Communities, we seek to live by our Guiding Values are **Joy, Compassion, Integrity, Stewardship and Community**. To remember them we often use the acrostic "*Jesus Christ In Street Clothes*." We strive to emulate Jesus who walked, talked and lived with those who were marginalized in the society of his time and who called his followers to do the same. We are committed to demonstrating Christ-like love and concern in our relationships, serving one another with grace, humility, gentleness and sensitivity in a manner respecting diversity and honors the dignity and worth of everyone. We commit to relating with everyone in a spirit characterized by cooperation, teamwork, encouragement and mutual respect, valuing each person, affirming gifts and abilities, and seeking improvement through learning, creativity and systemic change.

We recognize we have more to learn. We need to learn from those most affected by inequalities and deeply harmful disparities. We will listen more actively, ask more and deeper questions, and learn how to remove roadblocks to becoming an even more inclusive organizational culture for our residents, clients and team members. Landis Communities stands committed to these goals and will work to make sure our organization, and the larger communities around us, become a place where all persons can thrive and be safe.

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