

To the Hastings Community:

THRIVE is a community resource led by a committee of community leaders. Our task is not to do the equity and inclusion work for the community, but to encourage the community's continued growth, progress and accountability. Whether you've attending a conversation, participated in the Equity Labs, or are new to THRIVE, we ask that you join us now.

The three tenets of THRIVE, as determined by the community, are Increasing Cultural Competency, Bridging Community, and Providing Trust and Safety for All. The murder of George Floyd and consequent unrest magnifies the need to increase our focus on Trust and Safety for All. We acknowledge that this challenge is occurring not only across the country or major metro areas, but also here in Hastings, for marginalized groups, and especially people of color.

Bringing our community to a position of trust and safety for all requires each of us to look at both individual change and systems change.

According to Ibram X. Kendi, author of *How to Be an Antiracist*, we can all strive to be antiracist. "It requires us to persistently practice self-awareness, constant self-criticism, and regular self-examination."

To support those who wish to commit to individual change, THRIVE will continue to provide resources, events and opportunities for you to grow in your cultural competency. This may include listening sessions, educational links and events, and community conversations about race and equity.

Systems changes will require the commitment of leadership within city and county government, schools, health care providers, the business community, service agencies, churches, and law enforcement to be accountable and commit to the work.

To those leaders, THRIVE asks you to demonstrate your commitment to the proclamation created on April 29, 2018 by sharing information with the community about steps that have been taken to ensure Hastings is a community that is safe and welcoming to all.