



We Stand Together with YOU!

The past few months have impacted us all uniquely and personally. We along with many across the state and the nation share feelings of heartbreak, pain, and outrage. We know that because of the racism, hatred, and intolerance that exist, none of us can go back to the way things were. None of us can be indifferent and sit idly by on the sidelines. We must unite and stand together to address the ugliness of racism and inequity that exist structurally in our society.

As an organization, we are looking within ourselves and recommitting our efforts to address equity in our office and in our work. We recognize change is possible through our direct actions, asking hard questions, navigating difficult discussions, listening, and continued commitment to our core values. We are committed to recognizing implicit bias and talking openly about racism, learning from, growing into, and becoming what is possible, as we intentionally and mindfully cultivate our awareness and commitment to justice and fairness. Real change does not happen overnight. Real change happens when we work together to take the many steps needed on the journey to equity.

In the midst of all that has happened the past few months, we have seen your deep commitment to supporting Minnesota's children and families shine brightly. We stand together with you as we face challenges of building equity in our field, our communities, our state, and our nation. Together, we can continue to pick each other up and find belonging in our larger community. Collectively, we can commit to a safe, non-threatening environment and culture for Black, Indigenous, People of Color (BIPOC). Collaboratively, we can affirm a public stand for justice and fairness.

We realize this is a beginning and together, we hope to further explore with you the ways we can contribute to the deconstruction of racism, while strengthening and protecting inclusion in our workforce. About a year ago, **Nikole Hannah-Jones**, a Pulitzer Prize-winning reporter spoke at the [Build Quality Rating Improvement System \(QRIS\) Conference](#) about how we can address the impact of racial inequities on children, families, and communities and what it means for our work in early care and education. We would like to share [three short videos](#) highlighting her conversation as a starting point. Through a common vision to strengthen the workforce, we accept responsibility for treating people with dignity and honoring diversity. We hope you will also rise to join us and take a public stand to ensure BIPOC people are met with respect that protects their rights and that they know they matter.

If you would like to share your thoughts with us about this critical topic, please email Nicole Lopez Purkapile, our Executive Director at nlopez@the-registry.org. We are listening.

Respectfully,

The Registry, Inc.
Achieve – The MN Center for Professional Development