



ENGAGING SOLUTIONS

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Say their names! We are deeply saddened and impacted by the Black lives that have been lost at the hands of excessive force by police and ruthless vigilantes across this nation. Brutality against human beings is senseless and totally unacceptable. As we acknowledge and celebrate Juneteenth, we see now more than ever how important it is to unveil inequities and ensure sustainable corrective actions are executed to ensure true freedom and justice for all - Once and For All!

We firmly believe that we must put a knee on racism, injustice, disparities, inequality and inequities NOW! Sustainable short and long term actions must be executed to address the inhumane challenges that our Black/African American brothers and sisters have endured for hundreds of years. Despite the chaos that we see happening today, we see this as a promising opportunity for our community & business leaders, families, neighbors and friends to call out the issues and be a part of the solution.

We are encouraged by the changes that some of our community leaders have already put in place especially regarding use of police force. Swift action is expected and appreciated.

We hope the diversity of thought and solidarity will continue and be reflected in the work that will be done going forward to dismantle racially constructed policies, programs and cultural barriers that stand in the way of Black/African Americans realizing their dreams, hopes and aspirations in this America. Juneteenth marked the celebration of the end of slavery – We must see freedom from all barriers and institutional shackles that keep Blacks enslaved.

We encourage and support our leaders who have stepped up with statements of commitment to "do something" and applaud the efforts of those who are deliberating on changes to activate and have made changes to abolish institutional and foundational barriers that perpetuate inequities. We look forward to a day when the knee will be lifted and Black/African Americans will truly benefit from the blood, sweat, lives and tears that have been sacrificed over way too many years. Let us fully be free not just on Juneteenth but every day for generations to come. Enough is Enough!

We urge everyone reading this message to act now to ensure we have Justice, Equity and Peace for all Americans.

Respectfully,

The Managing Principals of Engaging Solutions, LLC