



MESSAGE FROM THE BOARD CHAIR AND CEO

Dear 4C Team,

*The tragic death of George Floyd, as well as others before him, reminds us that although we've come a long way as a nation, racism and discrimination are still alarmingly prevalent in America. We express our deepest sympathy to the Floyd family, and to those communities continuing to experience injustices recently and in the past. 4C condemns racism and discrimination in the strongest manner possible, and provides equal opportunity to **ALL** regardless of race, color, gender, age, religion, sexual orientation, gender identity, or national origin.*

We want to acknowledge that the events of the past two weeks have left many of you overwhelmed with feelings of grief, disgust, and/or anger at the injustices occurring before our eyes. There is no question that the system is broken, people must be held accountable, and change must occur. We stand together to eradicate racism and social inequality, so that no parent ever has to worry their child will not return home.

*Every day, each of you joins us on our mission to affect social and racial justice by providing our families access to affordable early education and other supporting services to improve their quality of life. Every child, **regardless of address**, deserves a chance at success and to reach their greatest potential. Through your efforts, our most at-risk and vulnerable young children have the chance to enter school on an equal footing with children from higher income communities. Our collective efforts do and will make a major difference as we work to combat inequities in our system.*

As an organization, 4C has a long-standing culture of compassion, transparency, tolerance, equality and diversity. We will continue to embrace this inclusive culture so that every 4C employee has an opportunity to thrive. Our diversity is what keeps us strong. We will continue to grow by promoting our inclusive practices and know that each of you will join us in these efforts.

Our Human Resources Department (HR) is here to provide you support during these most difficult times, including facilitating support group discussions and suggestions for how we can create a better, stronger and a more inclusive 4C. As part of our employee benefits, also remember that our Employee Assistance Program (EAP) is available to all employees and is at all times confidential.

*In closing, we'd like to share a quote by C.S. Lewis: **"You can't go back and change the beginning but you can start from where you are and change the ending"**.*

Warmest regards,

Jason Kimmel, Board Chair

Pat Frank, CEO