

We convey our condolences to the folks in Buffalo and the Black Community for the horrific attack that



occurred on May 14 2022. The trauma and grief that continues because of heinous anti-black racist acts is incredibly overwhelming and painful. We recognize the constant fear, hurt, anger, and frustration that many of you are experiencing during this time. To our Black peers please take a break when you need to and seek support. To our non-Black peers, now more than ever, show your solidarity and support our Black Community. It is sometimes easy to put our anti-racism work on the back burner or retreat because it is painful and overwhelming, but that privilege must stop so change can happen. To everyone, please continue your anti-racism journey and take the time to explore the countless resources available. Do not give-up; we all play a role in the change that needs to occur. The EDI Committee has valuable

resources to share, so please reach out to any member of the Committee.

In the spirit of Giving Every Tuesday, please consider a contribution to one of the Black Organizations (listed below), which work diligently for change all year round. Money is not the only way to show solidarity– getting involved and taking action is just as valuable, if not more so!!!

#### Buffalo Community

- FeedMore WNY - <https://www.feedmorewny.org/donate/>  
Black Love Resists in the Rust - <https://blacklovesistsintherust.org/>

#### Black Canadian Community

- Black Health Alliance - <https://blackhealthalliance.ca/>
- FoodShare Toronto - <https://foodshare.net/>
- Black Live Matter (Regional Chapters Toronto - <https://www.blacklivesmatter.ca/>)
- Black Youth Helpline - <https://blackyouth.ca/>

Please note there are many Black Organizations to support.

A tragedy of this nature can be difficult to navigate and we encourage all staff to seek support amongst your peers, your networks and access EAP if you are struggling and in need of additional support.

#### Employee Assistance Programs

EAP for full- time permanent staff is with Arrive at 1-877-412-7483

EAP for relief, part-time and full-time temporary staff is with Lifeworks at 1-844-671-3327

We at Mind Forward stand by all individuals and accept all diversity. All are welcome as we acknowledge that every person has the right to be respected and treated equally. We offer our thoughts, prayers and intents to the victims, their families, the Black Community, and all those impacted by this tragedy.

Sincerely,

