

June 2, 2020

Dear Friend of The Arc San Francisco,

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The Arc San Francisco has a long history of social justice and dissent, and over the years we have been at the forefront of responding when we see inequity, injustice, and silencing. Now we are called to do so again. We stand firmly with Black Lives Matter and those who are risking their health, safety, and lives to participate in this movement.

We at The Arc San Francisco are outraged at the continued violence and injustice towards black and brown people that led to the ongoing protests. The inexcusable killings of George Floyd, Breonna Taylor, and Ahmaud Arbery lend names to the countless others who have had their lives ended and continue to highlight the racist policies and systems that our BIPOC community members deal with daily. From health and education inequities to the killing of the innocent, The Arc SF will continue to raise our voices in support of anti-racism.

I encourage those of us that have benefited from white privilege and these systems of oppression, like I have, to educate ourselves to be strong allies. We do not have a solution other than pledging to listen to the BIPOC communities most impacted by systemic racism and police brutality, assessing the best way to be allies, and committing to anti-racism both in our own internal practices and as an advocacy organization in our community.

We stand with and will continue to advocate for our black participants who experience this trauma regularly as they navigate through systems that were not built with them in mind. We will continue to lend a platform and amplify the voices of black and brown people living at the intersection of racial injustice and ableist culture.

To that end, The Arc San Francisco is reaching out to partner organizations whose work is rooted in anti-racism and system reforms for guidance. We will continue to share updates as we connect with community experts and learn more. We are determined to create space for our staff and participants in a way that is meaningful and dedicate ourselves to making our workspace safe, open, inclusive, and supportive of everyone during this particularly tough time and going forward.

If we want to create a more just, equitable world, we cannot do that alone. If any member of our community has a resource to share, please reach out to me at kpedersen@thearc.org. We intend to move forward together, with humility, compassion, and a commitment to listening, learning and action.

In solidarity,



Kristen Pedersen
Interim Executive Director