



**BOYS & GIRLS CLUBS
OF GREATER TARRANT COUNTY**

Statement to our
BOYS & GIRLS CLUBS OF GREATER TARRANT COUNTY MEMBERS

The recent killings of Ahmaud Arbery in Georgia, Breonna Taylor in Kentucky, George Floyd in Minnesota, and Atatiana Jefferson right here in Tarrant County have moved our communities to a place of unrest. Boys & Girls Clubs of Greater Tarrant County recognizes that these unjust acts of violence and murder against people of color, particularly Black Americans, calls for justice and real change. As an organization, our number one responsibility in serving our community is to prepare you, our members with the tools to be successful, and to elevate your voices by giving you a platform to affect meaningful change through action.

It is our mission imperative to enable all young people, especially those who need us most to reach their full potential. As an organization where more than 50% of the youth that we serve are Black, at this moment, it is them who need us most. It is them, who need us to acknowledge that their lives and their voices matter. It is them, who need the commitment of their Clubs and our communities to be catalysts for change on the critical issues affecting youth.

Addressing systemic racism and its resulting inequities requires honest dialogue that leads to the formation of an actionable agenda for change in which you are equal contributors in shaping how we move forward together. Promoting youth voice is the highest order youth development practice, and creates a space for shared leadership between our Club members and the leaders responsible for improving our communities. So where do we begin?

- **We Listen:** Beginning this week, we are hosting teen forums so that the voices of our members are heard. In the coming weeks, we will continue our work to spur community conversations with both young people and adults. We won't do this alone. We will work with existing and new partners to widen the circle of dialogue so that our steps are rooted in collective change.
- **We Support:** By building our platform for the youth agenda locally, regionally and nationally. We will ensure youth have direct lines to community decision makers and the support needed to amplify their voice.
- **We Act:** By dedicating resources and funding toward programs that directly engage our young people in community change initiatives that they identify as important. We will champion the policies and solutions that will give you a future to be excited about.

You deserve our advocacy. You will be heard. You will be included. You will be the change.

Boys & Girls Clubs of Greater Tarrant County
6.12.2020



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OF GREATER TARRANT COUNTY**

Statement to the
COMMUNITY

In the midst of a public health crisis and an economy in turmoil, we continue to struggle on the deepest human levels. But this should not be a surprise. There is so much heartbreak, fear, pain and anger across our country right now, and the level of trauma that so many young people – and particularly young people of color – continue to experience is hard to process.

As a society for centuries, the voices and rights of those not in power have often been suppressed, especially that of black men and women. The continued consequences of these unacceptable inequalities and injustices, both outright and hidden, are ever-present today. Our work at Boys & Girls Club among young people is rooted in the elimination of racism and bias, provision of equity and opportunity, and elevation of dignity for all. This work is clearly critically important.

We must do better for our children.

As a mother of white teenagers and as a white woman, I have the responsibility to teach and expect my children to be a force for good in this world. I also have the responsibility to grow as a person and as leader, challenging myself to expand my understanding, beliefs and behaviors. I also have the responsibility to lift up the voices of people around me who need the platform to speak now. In the coming days, we will feature the voices and ideas of leaders in our Boys & Girls Club who have devoted their lives to creating a just future for all children, especially people of color.

I encourage you to join with us. Join with me. Challenge yourself, your ideas and your behaviors, as we create the world we want. From my family to yours, thank you for supporting the safety and dignity of all people and for doing what's best for our community's most vulnerable people.

Daphne Barlow Stigliano
CEO and President, Boys & Girls Clubs of Greater Tarrant County
6.2.2020



**BOYS & GIRLS CLUBS
OF GREATER TARRANT COUNTY**

Statement to the Members of the
BOARD OF DIRECTORS

The events of the past two weeks are a painful reminder of the racial inequalities and injustices that continue to haunt our country. For some of us, this is like a recurring nightmare; we wake up to the news of another tragedy and ask “ how does this continue to happen”? For Black Americans, and all other victims of discrimination, this is not just a bad dream. The inequalities and injustices are part of their everyday lives, and personal indignities are a routine occurrence.

The death of George Floyd has turned our nation’s attention to these issues. The widespread protests and public outcry, even the public messages from corporate leaders, are an indication of growing public sentiment that is critical to progress. It has also prompted many of us to look inward, scouring our own attitudes and behaviors. There is an increased awareness in many people of goodwill, and a broader recognition that we have an individual responsibility for the collective attitudes in our society. Just as the police officers in Minneapolis who stood by should have intervened, we should be resolved to speak up when observing even unintentionally racist remarks or attitudes.

Action is also required. At the Boys & Girls Clubs of Great Tarrant County, we are taking action every day and will increase our efforts. Here are a few steps the organization is taking to amplify youth voices.

- **We Listen:** We are hosting teen forums so that the voices of our members are heard. We will work with existing and new partners to widen the circle of dialogue so that our steps are rooted in collective change.
- **We Support:** We are building our platform for the youth agenda locally, regionally and nationally. We will ensure youth have direct lines to community decision makers and the support needed to amplify their voice..
- **We Act:** We will take action to affect positive change so that all young people reach their full potential.

As a board, we remain committed to expanding the diversity of our board composition further. Additionally we will ensure that all members of the board complete implicit bias training to ensure our practices grow ever more inclusive. Thank you for enthusiastically joining me in fulfilling these commitments.

Thank you for everything you are doing for this wonderful organization, and know that we are making a difference in the lives of thousands of kids and families, and making our community stronger.

Stewart Alcorn
Board Chair, Boys & Girls Clubs of Greater Tarrant County
6.12.2020