



To: All TCCA Employees

From: Patrick Criteser, president & CEO

Date: June 1, 2020

RE: Our Values in Troubling Times

Dear TCCA team members,

During this time in our nation, with deep struggles and sadness over the violence and senseless loss of lives, it feels that we have a long way to go to achieve the type of inclusive, equitable and safe society that each person desires and deserves, in particular members of our black community. Tragically, the events that triggered this weekend's protests are not new and have persisted for too long. Clearly, these events are not consistent with our values as a company. We each have an important role to play in creating the inclusive, supportive culture that we can all be proud of at Tillamook, and more broadly in accelerating the pace of much-needed change in our society.

Here at Tillamook, we can demonstrate our values on inclusion and genuine care inside of work and can look for ways to support each other in the daily struggles and challenges that we each face outside of work. We can start by being kind to our co-workers and understanding that some of our team members may be dealing with additional anxiety and stress at this time. Each of us has the power to help foster the kind of workplace that provides a sanctuary for our teammates, where each person feels safe to show up here for who they are.

And each of us can act elsewhere in our daily lives to help root out racism and injustice and to foster equity and understanding. As a start, we can seek out that with which we are unfamiliar and uncomfortable as a way to develop more understanding and empathy. We can speak up against racism and injustice when we encounter it in our own circle of friends and those we interact with in our daily lives. And we can actively learn and explore opportunities and methods of change, each of us on our own individual journey of growth and impact.

In times like this, we have to focus on what we can do, each of us in our own way. In this spirit, we are offering some resources to help each of us explore ways in which we can demonstrate

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our values on inclusion and creating a culture where each person feels safe and a sense of community and belonging. Please see the links below for a list of programs and resources, designed to help each of us navigate this situation and to take action. If you are a people leader here at Tillamook, I highly encourage you to access these resources and to participate in *Building an Inclusive Culture* sessions.

We are also offering two additional sessions in response to the current situation. First, for those of you who have attended a *Building an Inclusive Culture* sessions in the past, we will be offering an additional Inclusion Circle session this Friday to create space for us to talk about what is happening right now and how we can show allyship. Please look for an invitation. If you haven't attended BIC, sign up link is below. Second, we will be offering Affinity Space Dialogue sessions exclusively to our employees who identify as having black descent or who have children, partners or family members who identify as such, to create a safe space to connect and support each other. Please see more information below.

I am deeply saddened by the tragic loss of life at the hands of racism, layered on top of the health, social and economic cost of COVID. And yet, I also believe that we are fundamentally a caring society and that the silver lining to the events of this year will be a broader awakening to the challenges faced on a daily basis by our black, brown, immigrant and LGBTQ+ community members. To quote my friend Kali Ladd,

"...creating space for equity to shine provides opportunity for all of us to be our better selves, for all of us to see our humanity in others. The strength of our community lies in the strength of its people and our active participation in justice, relationship-building and love. We are the future we've been waiting for."

Thank you for all that you do to help build the culture we are proud of here at Tillamook and to support each other during this challenging time.

Patrick

Resources and Actions for All Employees:

These are a few resources and actions intended for us to do something to deepen our understanding and to show our allyship and support:

- Our well-being resources on Sharepoint: *[internal intranet link]*



- Resources to deepen our understanding and to take part in fostering an inclusive culture here at TCCA: *[internal intranet link]*
- Building an Inclusive Culture sessions – this is a 4-hour customized learning session offered to all people leaders and employees. Click here *[internal link]* to enroll, and we will be offering them throughout the year.
- Resources to read, listen or watch to educate ourselves:
<https://www.instagram.com/p/CAW65UHtwJ/?igshid=nu9fcfaajyn>
<https://www.npr.org/sections/codeswitch/2020/02/01/401948607/a-code-switch-playlist-for-black-history-month>
<https://www.netflix.com/title/80200549>
- Resources for our kids: <https://cupofjo.com/2016/10/raising-race-conscious-children/>
- Opportunities to donate to organizations who are doing good work in this arena such as <https://www.naacp.org/> or support black owned businesses.

Black Affinity Space Dialogue:

Black is a diverse identity and can sometimes feel at odds with our world. An affinity space is a space to have conversation with other people who have a common racial experience as you. It allows for conversation, connection, and problem solving through an experiential shorthand. This special inclusion session is an opportunity to create a space for *employees who identify as having African descent, a partner or family member with African descent or raising children of African descent* to discuss the recent events and share how we can support each other. This session will be facilitated by Alexis Braly James who has been working with Tillamook to design and deliver our Building an Inclusive Culture sessions. Her bio can be found here <https://oregonhumanities.org/programs/conversation-project/catalog/white-allyship-in-close-knit-communities/>

This is a series of 2 sessions—you can attend one or both.