



June 4, 2020

A MESSAGE FROM PARL'S EXECUTIVE DIRECTOR AND BOARD OF DIRECTORS

The world we are living in does not look like the one we wish to see. And with the social distancing from Covid-19, it isn't possible to come together to talk this through as a PARL family. But we feel it is important to reach out to each of you in light of this to share our thoughts about this historic and important time.

As the executive director and board of trustees of the Providence Animal Rescue League, we affirm that:

In keeping with our mission to support the animal and human condition, we stand alongside and support the Black community to call for and commit to equity and inclusion.

Black lives matter.

We reject racism in any form.

We believe in inclusivity and diversity and will work to ensure that we continue to demonstrate that through how we serve our community and how we treat each other.

More important than words are our actions. Throughout our 107-year history, we have been committed to serving our community and their animals in the most inclusive and open way. We are more than ever committed to doing that. We do this as an open-admission shelter that serves ALL of our community members. Increasing the diversity of voices and perspectives from both a staff and a board level has been a part of our growth plans and will take an even more urgent priority.

For the rest of the week, we will be going silent on social media out of respect for George Floyd and the many before him who have lost their lives or been harmed by racial injustice. The only exception will be if there is an announcement that needs to be made regarding our operations or any emergency.

We are committed to PARL, its incredible staff, and the community we serve.

Rebecca Baylies, Executive Director
Joss Poulton, President
Luann Edwards, Vice President
Mary-Catherine Armstrong, Treasurer
Colleen Quigley, Secretary
Karin Morse, Immediate Past President
Steve Angell, Board Member
Linda Chapman, Board Member
Lindy Nash, Board Member

Posted 6/6/2020



June 18, 2020

A MESSAGE FROM PARL'S EXECUTIVE DIRECTOR AND BOARD OF TRUSTEES

The world we are living in does not look like the one we wish to see. Out of respect for George Floyd and the many before him who have lost their lives or been harmed by racial injustice, we feel it is important to reach out to you to share our thoughts about this historic and important time and our commitment to being a positive force for change as we move forward.

As the executive director and board of trustees of the Providence Animal Rescue League, we affirm that we stand alongside and support the Black community to call for and commit to equity and inclusion. Black lives matter. We reject racism in any form.

We believe in inclusivity and diversity and will work to ensure that we continue to demonstrate that through how we serve our community and how we treat each other. More important than words are our actions.

Throughout our 107-year history, we have been committed to serving our community and their animals in the most inclusive and open way. We are more than ever committed to doing that. We do this as an open-admission shelter that serves ALL of our community members. Increasing the diversity of voices and perspectives from both a staff and a board level has been a part of our growth plans and will take an even more urgent priority.

We recognize that there is work to be done and are currently:

- Organizing a facilitated town hall meeting with our staff and board of directors to listen, learn, share ideas, and chart a course forward to make meaningful changes
- Reviewing internal policies and external communication for any unintentional biases that might be present
- Establishing an internal Diversity, Equity, and Inclusion Committee to make actionable recommendations with guidance from a professional with experience in this space

We remain committed to PARL, its incredible staff, and the community we serve.

Sincerely,

Rebecca Baylies, Executive Director
Joss Poulton, President
Luann Edwards, Vice President
Mary-Catherine Armstrong, Treasurer
Colleen Quigley, Secretary
Karin Morse, Immediate Past President
Steve Angell, Board Member
Linda Chapman, Board Member
Lindy Nash, Board Member

Posted 6/18/2020