

Dear friend,

We are all invited in this moment to be present. To not only witness but take action to change the systemic racism that is killing our fellow citizens, loved-ones, coworkers, and neighbors. As an organization, Chrysalis has long been committed to social justice, to challenging the inequities in our system that have blocked access to employment opportunities for those we serve. In the last year, we reaffirmed our commitment to equity and inclusion by formalizing those tenets among our organizational values and dedicating ourselves to building an anti-racist organization.

We are grateful to be together with you right now. For all your support and the solidarity that we are giving to one another – thank you.

I wanted to be in touch regarding the impact that the last week has had on the Chrysalis community. To sum it up: it's been very difficult. The death of George Floyd was a traumatic reminder of what it means to be Black in America. It impacts all of us, but it is particularly painful for our Black employees, clients, volunteers, and Board members. The demonstrations over the last week reflect not just the anger over Mr. Floyd's death or the deaths of others like Tony McDade, Breonna Taylor, and Nina Pop, but the long and ongoing history of similar tragedies. We stand in solidarity with those who are fighting for change.

Going forward, Chrysalis will continue to do the work we do, focused on supporting our staff, clients, and community. We will lift up the voices of those with lived experience; join with partners to address racial disparities in homelessness, the criminal justice system, and employment; and will be sharing information and resources on our website and social media channels.

As you know, during the pandemic most of Chrysalis' services have been provided remotely, but hundreds of our clients are essential frontline workers, providing cleaning and support services throughout our Southern California communities. As curfews have been put into place, we have modified work hours and provided letters with written details about work schedules to support our workers. I think it is important to let you know that we have, unfortunately, had multiple incidents where employees were stopped by the police when they were on their way to or from work. Most were allowed to continue without incident once they provided the requested documentation that they were travelling for essential work; however, others were held longer and forced out of their cars. I needed to share this detail because it gets to the heart of what Black individuals face every day.

This is a defining and difficult moment for us. Chrysalis will continue to support finding ways to help build a more equitable and just community.



Mark Loranger
President & CEO