



**June 4, 2020**

Dear KITM Family & Community,

This has been one of the most extraordinarily challenging times in our history. We are coping with a pandemic, that forced a drastic change in the way we interact with one another and how we are serving our community. Amid the global health crisis, our country has witnessed the tragic and senseless death of George Floyd. Compounded by other senseless killings over the years, our communities are expressing anger and frustration over the abuse and oppression of the black community. I, too, am overwhelmed with feelings of outrage, and I have struggled with what to say. I recognize that by being a leader of an organization that believes in the empowerment of children and families, staying silent is not an option. We must acknowledge the centuries of oppression and abuse of power by authorities that have plagued people of color. We must acknowledge the immense hurt and grief felt across the communities that our children, our families, and our employees call home.

We have an opportunity to come together to love and support one another and begin the healing of our fellow black community members. These individuals are our friends, brothers, sisters, neighbors, colleagues, and partners. I know that I will never fully understand the fear and suffering that the black community has endured, but I want you to know that I hear you. I see you. I support you.

Kids In The Middle supports equality and will not stand for anything less than inclusivity in our community. We are committed to providing a diverse, equitable, and inclusive environment where our staff, clients, and community is welcomed, respected, and supported. The Agency prides itself on being a safe place for all to address the emotional and behavioral needs of those who seek mental health services.

Kids In The Middle engages our staff in real conversations on the topics of race, gender, sexual orientation, nationality, and religion to gain knowledge and understanding with beliefs that differ from their own. We recognize that diversity and privilege are essential topics, and we will continue to have open and safe discussions so we can better serve our community. Kids In The Middle stands with you and supports you.

I will leave you with the words of Helen Keller, "Alone, we can do so little; **together**, we can do so much more."

With respect,

A handwritten signature in black ink, appearing to read "Katy Walter". The signature is fluid and cursive, with the first name being more prominent.

**Katy Walter**  
**Chief Executive Officer**