But below is a sample of what was used at a program that we work with….. …see other info below…some of the language or ideas maybe helpful for crafting messages to your staff…..

do let me know if you have questions or need further assistance.

To All Staff,

In light of the terrible events of the past several days. I want to acknowledge the collective impact the most recent - and ongoing - police killings of black people and the escalating violence afterwards has had on all of us and particularly people of color.

We as a community,

· Mourn the senseless losses of life through force.

· Recognize the serious impact that racism and racial violence has on the health and lives of people of color.

· Honor the right of people to own their feelings in response to these events and to mourn in their own way and time.

· Value the importance of taking care of oneself in the face of immediate and ongoing racial trauma.

We would like to support our community as we come to terms with and process these events by providing space and time for people to come together on Monday, along with support now and throughout the program.

On Monday, July 11:

Program will continue as scheduled.

However, a Special room will be open during both lunch times - 11:30 to 12:30 and 12:30 to 1:30 - and from 3:00 to 4:00 for participants and any staff who might want to gather as a group.

· Each hour will begin with a moment of silence.

· Please note that no one is required to attend these gatherings – it is your right to choose how you mourn and deal with these losses.

· We will provide support and facilitation during the day.

· Boards will be set up with paper and dry erase markers for anyone who wants to express their thoughts.

We are at an exceedingly painful and scary point where the true legacy of America's past meets pain and death in the present. We must be able to talk openly about injustice and confronting the oppression of and violence toward people of color, along with anti-Muslim sentiment, Islamophobia, and the LGBTQ community. We must be aware and able to talk about the individual harm and systemic abuses of power that occur regularly in Black and Latinx communities, like those we serve.

As a community, we will work on this together.

**​Attached** **is ABSW Response to Sterling and Castile Murders**

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**NASW Responds to Shootings in Minnesota, Louisiana and Texas; again urges policing reforms |****[socialworkblog.org](http://socialworkblog.org/)**

<http://www.socialworkblog.org/advocacy/2016/07/nasw-responds-to-shootings-in-minnesota-louisiana-and-texas-again-urges-policing-reforms/>