



What side of history do you want to be on?

As an organization, and a community, we have been asking ourselves several questions over the last week. How do we remember and celebrate the lives of George Floyd, Ahmaud Arbery, Breonna Taylor and others who have lost their lives to police brutality? How do we as an organization respond to these tragedies and commit to change?

Let us be clear, George Floyd, Ahmaud Arbery, Breonna Taylor, and countless other Black And Brown individuals should still be alive today. In the case of Mr. Floyd, it is clear that race had everything to do with the police being called, and with the situation escalating to his death. NCCJ is calling for the conviction of all four officers involved. Police brutality cannot continue to occur in our society. The four officers responsible for the death of Mr. Floyd, as well as others who have committed similar crimes, must be held accountable. We recognize the need for law enforcement in our society. However, we cannot recognize that need without acknowledging the long standing history of police brutality towards Black and Brown individuals.

The world has shown us that our organizations mission of eliminating bias, bigotry, and all forms of discrimination is of the utmost importance, and we want to prove it to our community. Detailed below, you will find an immediate plan that we are putting in place to take an active role in creating change regarding police brutality, systemic racism, and healing within our communities. This plan is simply a beginning. We acknowledge that systemic racism is a problem we will not solve overnight. We ask for the help of our community, both in implementing this plan, as well as with identifying other ways that NCCJ may become involved. If you have questions or concerns regarding this plan, please reach out to us by sending an email to Executive Director, Adriane Miller at amiller@nccjgreaterdayton.org or by calling 937-222-6225. To learn more about NCCJ or to donate, visit www.nccjgreaterdayton.org. Actions in our plan include:

1. Host virtual town hall meetings in the coming weeks to listen to citizen voices and concerns, and gather insight on how the community feels we should come together to work towards a common solution. Dates for this virtual town hall will be released in the coming week.
2. Reach out to the local law enforcement jurisdictions, offering our assistance in both training, and the review of their practices.
3. Host a free virtual training series regarding building inclusive communities.

4. Continue to partner, collaborate, and deepen relationships with organizations to further mutual goals of inclusivity, equity and antiracism.
5. Offer our professional development assistance to local organizations as they work to create a more inclusive, diverse workforce.
6. Commit to furthering our intentionality as it pertains to hiring, onboarding of board members and volunteers, and the recruitment of our program participants.
7. Commit our agency to informing the public of educational materials, including readings, videos, audio, etc. that they can utilize to become more versed in these issues. To stay up to date with resources, follow our social media pages.
 - a. Twitter and Facebook: @NCCJDayton
 - b. Instagram: @NCCJ_of_greater_dayton
8. Promote and encourage others to participate in the [YWCA 21 Day Racial Equity and Social Justice Challenge](#).