

July 23, 2020

Dear Win Community,

I want to thank all of you again for joining our Town Hall discussion regarding the recent murders of unarmed Black citizens at the hands of police and the protests that have followed. Many of you shared deeply personal reflections and recounted your own experiences with systemic racism. I cannot adequately express how grateful I was for the opportunity to listen and learn.

There were many suggestions raised during our discussion for steps Win could take to be a more fully anti-racist organization. The list that was captured can be found below this message (and please do let me know if we missed anything). As I said during the Town Hall, we are at the beginning of what will be a long process for both our society and for Win to manifest meaningful change, but this journey for our agency begins now. There are inevitably hard conversations ahead. There will be mistakes and false-starts, but my hope is that we will learn and grow from them as a community. I do not have all of the answers, not even close, but I know that together we can move forward to achieve our goals.

To that end, I'd like to mention a few immediate actions that Win is taking:

1. In the coming weeks, **Win will be forming a Diversity and Inclusion Committee**. The Diversity and Inclusion Committee will be comprised of staff from each function across the organization to establish our agency's goals, lead the effort to develop the priorities, implement strategies and actions to accomplish these goals. Our aim is to have this committee assembled and begin meeting directly following the July 4th holiday. If you are interested in participating in this work, please contact Patrice Johns, AVP of Human Capital at PJohns@winnyc.org.
2. To work in parallel with the Diversity and Inclusion Committee, Win would also like to welcome the formation of **Affinity Groups**. In the coming weeks, HC will be offering examples of guidelines and structure for how those groups could function.
3. Going forward, **Juneteenth will be an official paid Win holiday**. This is a long overdue recognition of a seminal day for every American. State Street and the Annex will be closed and sites will maintain a holiday schedule. Anyone unable to take the day off on the actual holiday will be to take it off at a later date as with any other Win holiday. Going forward we will have 11 annual holidays.
4. The issue of better pay for our front-line employees was also raised during the Town Hall. As these rates are dictated by our contracts with the City, Win will be joining in with a coalition of advocates to fight for necessary wage increases to be added into our contracts.

Again, the full list of suggestions can be found below. One item of note is that the PTO policy is under review within the context of Win's development of a reopening plan and we will have more to say on that topic next week.

Thank you again for your honesty and openness. Town Hall was just the first instance of what will be an ongoing conversation that I am very much looking forward to.



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