

Statement of Solidarity from the ToP Network Board

The ToP Network Board stands in solidarity with the Black community and communities of color against systemic racism, white supremacy, and the injustices that have plagued this nation since 1492. The senseless murders of George Floyd, Ahmaud Arbery, Breonna Taylor, Tony McDade, and countless other Black men, women, transmen, and transwomen, has shaken our nation.

In times like these, we must not be silent. Rather, we must uplift the voices of the Black community, confront White Privilege, and acknowledge our own privileges, implicit biases, and the ways in which we individually and collectively uphold the destructive forces of systemic racism and white supremacy.

We represent a community of ToP practitioners who seek transformative change towards a society of profound respect and inclusive participation. Our methods have the power to dismantle hierarchical structures and oppressive systems and cultivate real understanding of one another's humanity. As facilitators we seek to help communities reach consensus, shared understanding and shared action.

We call on our national network of facilitators to join us in engaging in the work to dismantle systems of oppression. As we watch the rightful pain, anger, and acts of solidarity unfold in cities across this country, we must stand with our Black community, and help make the words of George Floyd's daughter, Gianna, ring true, "Daddy changed the world!"

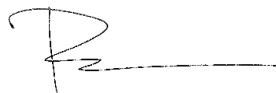
- **Listen.** Listen with an open heart to the national conversation and those sharing their experiences on social media right now. Be open to hearing different perspectives.
- **Learn.** Seek out books, podcasts, films, and other resources on Racism, Anti-Racism, White Supremacy, White Fragility, and Colonialism. There are great resources to begin or extend your learning journey. Please do not put the sole responsibility of anti-racism education on people of color.
- **Elevate.** Elevate the work of facilitators and organizers, in the ToP Network and within our communities, who are involved in work around racial justice, police brutality, and soul care for communities of color.
- **Act.** Take action to meaningfully support change.

What you can expect from us:

- As a Board, we have been drafting Diversity, Equity, and Inclusion (DEI) Goal Statements with the DEI team. The DEI team formed during the Annual Gathering as a subgroup of the Pipeline team. The statements will be shared in a Virtual Town Hall in the coming weeks.
- Over the coming weeks, we will regularly be sharing concrete resources and actions on the ToP Network Facebook page and the ToP Network membership website.
- We will be focusing over the next year on incorporating anti-racism principles across the ToP Network to become a more equity and justice-oriented community.
- We will be updating the website with resources to support learning and action around diversity, equity, and inclusion.
- We will be sharing additional opportunities for personal connection, learning and discussion.
- We do not plan to do this work in isolation. We are inviting you into this work and conversation, with the intention that this leads to a collective national effort.

We are seeking volunteers to assist the board with our efforts to create change. If you have experience in anti-racism, racial justice, police brutality, or soul care for communities of color, please email [Mike Beebe](#), ToP Board Member, to be involved in our planning efforts moving forward.

BlackLivesMatter!



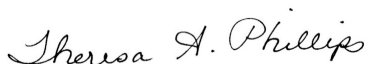
Robert Quintana Hopkins, Co-Chair



Librada Estrada, Co-Chair



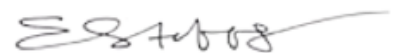
Marcia Hodges, Treasurer



Terri Phillips, Secretary



Kim Roth Howe, ToP Training Leadership Forum Representative



Erima Fobbs, Member At-Large



Mike Beebe, Member At-Large



Savannah Gene, Member At-Large



Jessica Wildermuth, Member At-Large