



Equity considerations amid crisis

We hope all is going well given the necessary adjustments to protect our community during the COVID-19 pandemic. The community's prompt response to employees, coworkers, vendors, family and friends has been inspiring. As a community we will bounce back. Be mindful that this period of time can be traumatic emotionally, financially and physically. Please consider a few points as you review your work from home and vendor policies as well as interact with employees and the communities you serve.

1. Consider the cultural circumstances of employees and the communities you serve and how a lack of income or services will impact them
 - a. Communication can be confusing based upon varying cultural perspectives and interpretations
 - b. Hourly or employees with lower income as well as the communities you serve can experience an increase in:
 - i. Food insecurity
 - ii. Lack of healthcare access
2. Working from home policies may want to consider
 - a. Employees that have children or that are caretakers may need increased flexibility especially if they do not have access to their usual support network
 - b. Many people only have their phones for internet access
 - c. Some employees cannot work from home given their job or living conditions
3. Consider that the small businesses in your vendor pool may need additional consideration as their resilience to financial hardship may be limited
 - a. Many startups and small businesses (especially minority owned) are financed out of pocket and operate month to month as they're building scale

Recognizing this is a fluid continually evolving situation, consider an equitable comprehensive approach that supports all your staff and the communities you serve. At Inclusivity, LLC we stand with you to assess any of the challenges mentioned or others that have not been considered here. As a community we are charting unknown territory. As a community we have also committed to a sense of normalcy, empathy and spaces of safety. Please let us know how we can support your efforts. Thank you and be safe remembering to stay updated with federal, state and local agencies as well as the WHO and the CDC.

In support of you and our community,

A handwritten signature in black ink, appearing to read 'Erik C. Smith'.

Erik C. Smith