



Baby TALK Inc. Statement on Racial Equity

At Baby TALK Inc., we are heartbroken and outraged as we recognize the horrible events including the recent deaths of Ahmaud Arbery, Breonna Taylor and George Floyd. It is appallingly evident over the past few weeks, months, and years that racial disparities continue to occur at an alarming rate. Baby TALK is incensed at these events and we remain committed to the well-being and success of each and every family member throughout all of our communities, without bias, while recognizing the systemic racism and white privilege we must overcome as a society.

Baby TALK's mission is to positively impact child development and nurture healthy parent-child relationships during the critical early years. Creating safe and loving spaces for children to learn and grow, and for parents and children to connect and bond is paramount. Yet, day in and day out, the trauma of systemic and overt racism is an additional barrier faced by black families.

Baby TALK Inc. wholeheartedly seeks to impact change and to work toward racial equity. To that end, Baby TALK commits to the following:

- Baby TALK commits to listening and learning, reflecting and wondering with families, professionals and community partners most impacted by inequality.
- Baby TALK will wholeheartedly work to facilitate systems change to combat racism and to provide equitable opportunities for the well-being of families of color.
- Baby TALK understands that the result of constant trauma experienced by black families due to perpetual racism negatively impacts physical and mental health, educational and employment opportunities, relationships and more. Baby TALK will continue to use its trauma-informed, relationship-based approach as we “come alongside” families.
- Baby TALK strives to “become ever better” as we work toward racial equity through open and honest dialogue as uncomfortable as that may be. We will reflectively work to understand and reveal implicit biases and how they maybe impacting our relationships, our practices and our systems.
- Baby TALK's focus will remain focused on our relationship-based work. It is only through our “trustworthy system of relationships” that effective and positive impact will occur. The perspective of everyone impacted will be sought and valued.
- Baby TALK has always understood that “we can't do it alone”. We are better together as people and as communities. We invite you to join us, your community, or your circle of influence in this vital work to build a better system, full of opportunities for black families. We welcome your thoughts and ideas.

**To the black community, to include children, parents and caregivers, professionals and community members, please know this from Baby TALK:
We are sorry! We see you! We are listening! We care! And you matter!**