



# UNITED COMMUNITIES OF SAN ANTONIO

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FOR IMMEDIATE RELEASE

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## BE THE CHANGE FOR EQUALITY AND JUSTICE

My name is Herb Nance and I am the Chair of the Board of Directors of the United Communities of San Antonio. The United Communities of San Antonio, Inc. (UCSA) is a human relations organization dedicated to creating safe and inclusive communities, while advocating for social justice, by promoting understanding and respect among all people through awareness, education, and dialogue (mission statement).

Our community continues to address unprecedented times due to the Covid-19 Pandemic. However, we are now experiencing the transparent evidence of increasing racial injustices, hate filled rhetoric, bullying tactics, and abusing of power which has most recently led to an uptick in discriminatory treatment of minority groups. UCSA unequivocally condemns all acts of hatred and violence against any individual or group. We send our deepest condolences to the families of all victims who are currently grieving. We also send our wishes and energy for a speedy recovery to those who are attempting to heal. Many are asking, "What do I do now?" Respectfully, I would universally suggest the following:

**STEP ONE:** Keep your heart available which will allow your mind to remain open. When ready, consider participating in dialogue with your family, friends, acquaintances, neighbors, or affiliates. Note: This is not an exercise to argue, debate, or lecture, but instead to listen and share about topics of bullying, bias, bigotry, prejudice, racism, and/or discrimination.

The Purpose of Dialogue: **A.** To get to know one another on a more personal level. **B.** To build trust for the individuals or within a group. **C.** To create a safe environment for all participants to be open and honest. **D.** To build mutual understanding and respect among participants. The Four Pillars of Dialogue: 1. Clarity. 2. Fairness. 3. Empathy. 4. Responsibility.

**STEP TWO:** Locate your local social services organization who is committed to public work and request support or offer to help. As an example, UCSA has built a distinguished record of 65 years of service to the San Antonio Region through our portfolio of services; <https://ucofsa.org/services>. More specifically, Community Outreach, Diversity Training (Adult), Social Justice Initiatives, and Programming (Youth).

As it relates to Dialogue Initiatives, UCSA goals are:

- To highlight that UCSA is a human relations organization for advocacy and social justice through inclusion, understanding, and respect via awareness, education, and dialogue
- To express that UCSA is a community resource, available in both non-emergency and emergency situations specific to current events; ready, willing, and able to assist in understanding diversity, cultural appreciation, and effective cross-cultural interactions
- To participate in and/or facilitate dialogue initiatives with citizens and local groups, bringing all key leaders together, while creating a safe space to allow for respectful communication.

**STEP THREE:** Remain committed to ensuring equality is no longer dismissed as a luxury, but instead recognized as a commodity, in hopes for it to be realized!

Personally, I am proud to be an African American male who was instilled with the parental life lessons on how I may inevitably be treated and/or judged because of the color of my skin. I was also very fortunate to be surrounded by the UCSA community who helped me prepare by understanding rights, risks, and responsibilities.

Together, as a united community; we can be collaborative champions to create just, safe, and inclusive communities for all people. If you would like more information, please contact our office at 210-229-1991.

In Unity,

Herb Nance, Chair of the Board of Directors

## MISSION

United Communities of San Antonio is a human relations organization dedicated to creating safe and inclusive communities, while advocating for social justice, by promoting understanding and respect among all people through awareness, education, and dialogue.