

HUMAN RELATIONS INITIATIVE

FOR IMMEDIATE RELEASE

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BE THE CHANGE FOR EQUALITY AND JUSTICE

My name is Herbert Nance, Jr. I am member of the Board of Directors of the Human Relations Initiative, Inc., a non-partisan organization which advocates for cultural social transformation by advancing diversity, equity, and inclusion 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. Human Relations Initiative, Inc. 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, Human Relations Initiative, Inc. 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, our goals are:

- To highlight that Human Relations Initiative, Inc. is a human relations organization for advocacy and social justice through inclusion, understanding, and respect via awareness, education, and dialogue
- To express that Human Relations Initiative, Inc. 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 Human Relations Initiative, Inc. community who helped me prepare by understanding rights, risks, and responsibilities.

For more information, to review resources, or to request assistance; please visit <https://humanri.org/>.

Together, we can be collaborative champions of diversity, equity, and inclusion for all people.

MISSION STATEMENT

Human Relations Initiative, Inc. is a non-partisan organization which advocates for cultural social transformation by advancing diversity, equity, and inclusion through awareness, education, and dialogue.