



**Ottawa County**  
Diversity, Equity & Inclusion Office



**Cultural Intelligence Committee**  
Ottawa County

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Diversity, Equity and Inclusion Director

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With the death of George Floyd at the hands of the Minneapolis Police Officers, and protests happening all over the nation, the Cultural Intelligence Committee (CIC) of Ottawa County, would like to take a moment to address Ottawa County employees and let them know:

1. Ottawa County CIC values black lives and acknowledges the fundamental injustices that are experienced by communities of color.
2. We acknowledge that racism, both individual and systemic, exists and is present in Ottawa County.
3. Ottawa County CIC does not tolerate racism and is conscious of this reality by striving to make Ottawa County a place WHERE YOU BELONG.
4. We stand for change and want equitable justice for all.
5. We acknowledge the pain and suffering that racial tension has caused in our nation, workplaces, and community.
6. We acknowledge there are no simple, easy solutions for the deconstruction of systematic and historical racism, but we can begin by looking at our own assumptions and biases and challenging them.
7. We assist & encourage Ottawa County employees to engage in transformative, respectful and thoughtful dialogue about these issues
8. We encourage employees to engage in conversation without defensiveness, absolutes, or accusations.
9. We can all agree that racism and injustice are unacceptable and, while it will take time to address, the time to start is now.
10. We believe that by listening and seeking to understand, we can drive action and collectively be part of much needed change.

As a committee the CIC has the goal "to equip and empower people to resolve social justice issues".

The CIC has provided some information regarding systemic racism; ways to have better conversations, how to talk to your kids about race, and how to use our individual privilege and space for change.