



A Message From the CEO About Inclusion & Diversity and Recent Incidents

Believing that the wide array of perspectives resulting from diversity and inclusion allows all organizations to be more effective, Mystic Valley Elder Services is committed to promoting diversity and inclusion in our nonprofit sector. We are also dedicated to greater diversity and inclusion within our own organization and provide equal opportunity to people of all races, ethnicities, religions, genders, sexual orientations, gender identifications, abilities, incomes, marital statuses, ages, geographic locations, philosophies, and veteran statuses in all levels of staff and governance.

Many of us, no matter our age, race, gender, or creed are currently overwhelmed by emotions—sadness, grief, confusion, anger—over the recent extreme incidents that have taken place, and these emotions may be manifesting in many ways, including physically, spiritually, and mentally. This anguish is also compounded by the overwhelming impacts of COVID-19 on our communities.

While systemic racism, oppression and marginalization and the coronavirus pandemic have been catastrophic throughout the nation, only time and our commitment to collective individual responses will determine how quickly, and how well we emerge from these current realities.

We hear of shootings almost daily, racial attacks on people of color for simply being nonwhite or representing an ethnic group where the coronavirus may have originated, and for seemingly unwarranted use of force by law enforcement officers on primarily black men. As we try to do our best to “bend the curve” of the coronavirus pandemic, we should also be trying to bend the curve of violence and intolerance in our communities.

We believe everyone deserves to grow older with dignity and pride, and without having to hide who they are. At Mystic Valley Elder Services, we strongly support LGBTQ rights and feel that older adults deserve to celebrate who they are. These aren't special rights, these are basic human rights. .

We are committed to honoring and offering a range of services to lesbian, gay, bisexual, and transgender members of our senior community including but not limited to in-home services, meals, insurance information, transportation and no cost information, advice and care planning services. Although on hiatus during the COVID-19 pandemic our LGBTQ Mystic Tea monthly gathering is an important event for lesbian, gay, bisexual, and transgender seniors in our community to come together for comradery, support and information. Most importantly, it's a

safe space for community building and friendship and we cannot wait to host these gatherings again.

Mystic Valley Elder Services is committed to a fair and just workplace. We are also committed to doing our part to be a welcoming and inclusive place of business whether here in the office or as we go about our work in our communities taking care of those in need.

As we enter the warm summer months, it may be a bit uncomfortable wearing our masks but we are being respectful of one another and the people we encounter in our daily lives. Let's be at least as thoughtful to one another, our neighbors and strangers by treating everyone with kindness, fairness and respect. Everyone should be able to live freely without the fear of prejudice, discrimination or injustice.

Be well and be safe.

A handwritten signature in black ink, appearing to read "Daniel O'Leary". The signature is fluid and cursive, with the first name "Daniel" and last name "O'Leary" clearly distinguishable.

Daniel O'Leary
Chief Executive Officer