



K-State Research and Extension  
Douglas County  
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June 9, 2020

Residents of Douglas County, Kansas:

Recent events surrounding the death of George Floyd at the hands of law enforcement personnel have emphasized the pervasive presence of systemic racism, inequitable treatment of and blatant persecution of minority populations in the United States and, indeed, the world.

As a public institution, K-State Research and Extension – Douglas County is charged with addressing the needs of all Douglas County residents within its programmatic areas. We are committed to providing equal opportunity for participation in all programs, services and activities. We recognize that by committing to these principles, we all become better human beings – that human difference enriches our lives, our work and our communities.

We value the work of our national partners to create a framework that helps us strengthen our commitment to diversity, equity and inclusion. Engaging underrepresented populations, promoting justice, impartiality and fairness, and making all audiences feel welcome at our doorstep are actions we have to work intentionally toward. This is not simply a legal obligation, but the morally correct thing to do.

We recognize that we can do more to institutionalize these beliefs within our own structure, programs and communities. While we work to improve our practices, please know that we do so with the intent of improving the quality of life of all Douglas County residents – regardless of who you are, what you look like, what language you speak, who you love, or your ability.

We stand for the fair and equitable treatment of all people. We affirm that Black lives matter. We stand in solidarity with Black Lives Matter, the Indigenous Peoples Movement and all others who advocate for equity and justice for all. We hope that you will make that commitment with us as we continue to improve on so many fronts, both as an organization and as a society.

Sincerely,

A handwritten signature in black ink, appearing to read "Marlin Bates".

Marlin Bates  
County Extension Director  
K-State Research and Extension – Douglas County

A handwritten signature in black ink, appearing to read "Mary Locriskar".

Mary Locriskar  
Executive Board Chair  
Douglas County Extension Council