

## NC EAPA Social Justice Statement Draft:

North Carolina Employee Assistance Professional Association (NC EAPA) stands in solidarity with the Black community. We denounce the historic and systemic racism and social injustice perpetrated against Black people, including the ongoing police brutality which resulted in the killing of George Floyd and numerous others. We are committed to promoting Diversity and Inclusion in our organization, and make the following commitments as we work with client companies and client employees:

- We will provide information and guidance to support organizations and individuals in initiating needed but difficult conversations around racial injustice in the workplace.
- We will provide information and resources to become more self-aware, and in doing so, work to eliminate intentional bias and discrimination against others in the workplace
- We will be a safe place to express concerns, and address needs with fellow employees, and supervisors in the workplace.

The Board of Directors of the North Carolina Employee Assistance Professional Association is committed to assisting its members, through education, training, and collegial support, of how our own life experiences and value systems might impact our ability to assist others. We will do this without judgement, and from a place of genuine concern and intentional awareness.

NC EAPA encourages all EA professionals, who are also licensed clinical professionals, to enhance their own cultural competence in assisting clients from all backgrounds, and to deepen their understanding of our country's history of systemic racism and racial injustice.