

## Ryan Waller

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**From:** Ryan Waller  
**Sent:** Thursday, June 11, 2020 6:13 PM  
**To:** City Employees  
**Subject:** Important Message

Good evening, all.

Following the heinous events in Minneapolis, my desire had been to write to you earlier, but admittedly, it has been a tremendous struggle to find the words to capture the entirety of what I strongly believe needs to be conveyed. To make sure the importance of this message is not lost because of rambling sentences, I thought it might be best to simply enumerate several important thoughts, expectations and commitments I felt compelled to share with you all:

- Racism, hate, bigotry and discrimination are deplorable, wrong and will not be tolerated,
- Our organization will continue to regularly review and update our policies to not only reflect the commitment to the unbiased and equitable treatment of all, but also spell out actionable steps to ensure fulfillment of this pledge,
- Our organization will continue to invest in professional development and training opportunities for our team members,
- Our organization will continue to explore and implement initiatives like our employee engagement committee that's charged with ensuring we are all aware of and act to properly address matters of importance to our teammates,
- I will continue to support the efforts of all our teammates in serving this great community, and
- I will continue to encourage and support open and respectful dialogue meant to help further improve our team, our culture, and our service delivery to each other and the community.

I am very proud to be a part of this organization and greatly appreciate your commitment and dedication. Thank you especially for your continued efforts to foster an environment where we respect and appreciate differences, work collaboratively and respectfully with others to address the root causes of conflict, and support and encourage one another.

If you need anything, please don't hesitate to speak with your supervisor, department head, Melissa in HR or myself. My door is always open, my phone is always on, and I promise to always listen.

Thank you all. Have a great night!

Ryan