

YPI stands in solidarity with the Black community

Young Professionals in Infrastructure (YPI) stands in solidarity with the Black community and grieves the deaths of Rayshard Brooks, George Floyd, Breonna Taylor, Ahmaud Arbery, and countless others before them that have been victims of systemic discrimination and racial injustice. We acknowledge the pervasiveness of racism in our society and the oppression, pain and suffering faced by Black people within our communities.

As professionals in the infrastructure space, **we further acknowledge the key role that infrastructure has played in contributing to systemic inequality in the United States** – from transportation, to housing, to essential city services, to healthcare, to schools.

We can and commit to do better. Diversity and Inclusion is one of the three core pillars of YPI, and we commit to making this a truth not just through our statements, but also through our actions. We commit to:

1. **Facilitate open and honest discussions.** We recognize the importance of listening and having open, honest and difficult conversations to facilitate better understanding of the experiences of Black, Indigenous and People of Color (BIPOC) professionals within infrastructure and actions that may be taken to address their needs. We are organizing a series of related discussions among our membership – the first will take place the week of June 29 (details to come).
2. **Engage with industry and educational communities.** We will:
 - set up a scholarship for BIPOC students interested in careers in infrastructure;
 - develop partnerships and mentorship programs with Black and other minority-focused student associations; and
 - further organizational policies and practices that promote diversity and inclusion throughout the infrastructure industry.
3. **Develop targeted programming and initiatives.** To date in 2020, our Diversity, Inclusion & Workforce Committee has helped organize the following:
 - Webinars: Building with Communities – Parts 1 and 2
 - P3C Panel: Women in the Workplace
 - Coffee Chat: Navigating the Industry as a Minority

We will work to develop more webinars, workshops and other programming to promote discussion, self-reflection and education regarding diversity, inclusion and systemic discrimination in (and as a product of) the infrastructure industry. Railtown will be the focus of our upcoming YPI book club session on July 13; we will incorporate discussion of issues of access and equity related to public transportation.

We will continue to reflect on the role that YPI can play in bettering our industry and creating a more equitable society, as well as on the representation of BIPOC in our leadership, partnerships and programming. We also value your thoughts and feedback. Please don't hesitate to contact us at general@ypinfrastructure.com. If you need resources to help better understand, cope with, and support others in the current environment, please let us know and we will put you in contact with our Diversity, Inclusion & Workforce Committee.