

# *Illinois Association for Behavior Analysis*



June 2, 2020

Dear ILABA community,

The past week has been a tipping point, in our society, in Behavior Analysis, and for many of us as individuals. The murders of George Floyd, Tony McDade, Breonna Taylor, and Ahmaud Arbery were wrong. These events have forced all of us to pay attention to things that many of us have been privileged to overlook. It is easy to say that racism and police brutality are wrong. Racism and police brutality are wrong and there needs to be a greater societal change to ensure racism and police brutality no longer plague our society.

While the wrongful death of black men makes news, the system of racism that enables that behavior extends far beyond these incidents. We have only to look to our own field to know that people of color are disproportionately underrepresented in our professional ranks, including ILABA's board, and people of color who need our services have a harder time than white people accessing them. It's difficult to stand up to racism and a racist system, as many of us fear we will do something wrong. But silence will not move our culture forward. As the ILABA Board, we know that we need to do something beyond making a statement. We need to break the silence, AND we need to do more in service of our value to better our field and create a community of diversity, equity, and inclusivity.

ILABA created the Diversity, Equity, and Inclusion committee in May to make space in Behavior Analysis for underrepresented groups. We are also committed to hosting invited speakers to speak on race, cultural competence, and ways we can do better, and making sure to pay them for their knowledge. We, as a board, know that we have work to do, and we're not going to have all the answers right now. We want our community to know that we commit to doing better and look forward to your work alongside us. Please reach out to [president@ilaba.org](mailto:president@ilaba.org) with any suggestions for ways we can better serve you.

Sincerely,  
The ILABA Board of Directors