



**FAAST**  
Florida's Assistive Technology Program

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Throughout the last several weeks, we have spent time listening, learning, and reflecting on the ongoing racial injustice in our country. We join in solidarity with the black community and say, **Black Lives Matter**.

To do our part, we must take a moment to reflect on possible systemic barriers in our organization. Moving through 2020 and beyond, FAAST will continue to work with the disability community to ensure our services are available to those who need it. We know that inclusion makes us better at what we do. We want everyone to have access to our programs and services, but we understand we can do better to make sure black lives are well represented, supported, and served.

We do not currently ask our clients to report their race when receiving services, so we are unsure if there is a racial bias in our delivery model. We have opened the discussion to decide if we should survey this information to better understand the people we serve and show the need of any underserved populations.

One opportunity to improve is through our strategic plan. We are using our strategic plan to ensure that people from different races, backgrounds, rural communities, wealth classes, ethnicities, gender identities, or sexual orientations are equally served by FAAST.

Our Board of Directors and Advisory Council act as a representative body and should reflect the individuals we serve. We are diverse in disability and gender, however, we are underrepresented in members of color. We are committed to identifying new Advisory Council and staff leadership that represents the black and LGBTQ+ communities.

As an organization, we are committed to learning and listening to ensure we're fostering an inclusive environment. If you have comments or suggestions on how FAAST can improve, please let us know at [info@faastinc.org](mailto:info@faastinc.org).

Respectfully,

FAAST Leadership