



Cardinal Services shares this statement in response to the social justice movement occurring in America. After consulting with board members, we felt a strong need to lend our unique voice to this conversation. We believe this message properly conveys our support for equality and justice for all Americans.

Cardinal Services has watched and listened intently for weeks to the social justice movement taking place across America.

During that time, we have engaged with stakeholders, asking how we can improve. Those conversations have generated valuable feedback and insight that will help our agency grow in coming months and years.

Social justice, compassion and dignity for all are issues that align with our mission and define the work we do. Therefore, Cardinal stands with those fighting systemic racism and discrimination.

For decades, Cardinal has joined others who serve people with intellectual or developmental disabilities to wage our own fight for equal rights. We have seen progress, but the fight is far from over.

Those with disabilities have been shunned, discriminated against, refused housing, passed over for jobs, and faced with hurdles unimaginable to most of us.

That struggle is more pronounced for people of color who have disabilities, who face not only assumptions about their capabilities but also bias based on their skin color.

- Black children with disabilities lose more days of instruction from school suspension (121 days/100 students), compared to White students with disabilities (43 days/100 students);
- The cumulative probability of arrest by age 28 is 55.17 for Black individuals with disabilities, compared to 39.7 for White individuals with disabilities;
- Labor force participation is lower for Black people with disabilities (17.7%) compared to those who are White (21%);
- 25% of Black students with disabilities never graduate high school, compared to 16% of non-Hispanic White students.

We must and will continue to speak out and push for equality for all without regard to race, color, creed, sexual orientation, or ability. Standing up in support of people's rights, and against hate and discrimination in its many different forms, is part of what disability rights is all about.

This statement is endorsed by Cardinal Services Board of Directors and CEO Randy Hall