

Dear Board of Directors,

We write to you during this great upheaval to express our feelings, hopes, concerns and needs moving forward as we transition into a new chapter of the Tenants Union. These past months have been difficult for staff but united in our dedication to the struggles of tenants, we have endured.

We come to you, during this time, as People of Color, queers, the children of working class immigrants and displaced people, and as members of the marginalized communities we serve and represent. Working in an environment which was not prepared to nurture the leadership of People of Color, and honor our struggle, has been tokenizing and disrespectful. The toxic environment bred by an executive director who lacked leadership and accountability, and by staff who refused to acknowledge their white privilege has made for a traumatic work experience. Now that our white counterparts have left the organization, we feel empowered to advocate for the necessary change within the TU's culture, structure and values, in order for this organization to grow and thrive at a time when tenants are facing more housing crises than ever.

In order to continue working at the Tenants Union we demand the following:

- A livable wage, meaning a base pay of \$45,000 for all organizers and \$50,000 for the Organizing Director
- anti-oppression training for all staff, VISTA's, interns, board members, or anyone working with the TU for an extended period of time
- the board will hire a consultant to restructure the TU to ensure the work of the TU is in alignment with its values
- exploration of volunteer led tenant counseling program coordinated by Education Coordinator
- current counselors will conduct AM hotline and PM walk-ins until VISTA organizers and Education Coordinator are fully trained
- elimination of Lake City clinic and exploration of new clinic options for evening hours moving forward
- staff conducting Spanish education will not conduct more than 5 hours of education in English. Once VISTA organizers and Education Coordinator are fully trained, Spanish counselor will conduct no more than 2-4 hours/week in English education
- 60% of the people on hiring committee for new executive director will be staff

If demands are not met, the staff is prepared to take further actions. We look forward to working with the board and resolving this issue by April's board meeting.

Sincerely,
Elaine Agoot
Denechia Powell

José Camacho