

## **Labor Acknowledgement**

We stand on the shoulders of our ancestors. We acknowledge the legacy of slavery and its impact on where we stand today. We hold the significance of the horrific acts performed upon Black bodies, which have come to directly inform the scientific discipline that unifies and upholds the Fred Hutch community. As an early childhood community, we are especially cognizant of the historical and current exploitation of Black women and their labor. We recognize Black women as the architects and curators of the Educational systems that define our future. Additionally, we acknowledge all other forms of exploited labor, racism, sexism, xenophobia, heterosexism, transphobia, and ableism that have been and continue to be forced upon all people of color worldwide.

We humbly reflect on the complex struggles faced by the various communities, families, and individuals of color whose pain and sacrifice will never go forgotten. From our position of privilege, we hold their sacrifice, power, dedication, and love within us all. We understand that without these struggles, labors, and contributions we would not possess the freedoms we enjoy today, and for that we are forever indebted. In observance of the experiences of those who came before us, we will work to question, learn, and live with equity and justice.