

CAPTAIN & Co.™

REAL ESTATE LLC

June 19th, 2020

Dear Captain Family,

At Captain & Company Real Estate LLC, we believe in anchoring with compassion and love. We are putting our efforts towards becoming Antiracists. According to *How to be an Antiracist* by Ibram X. Kendi an “**Antiracist [is defined as one] who is supporting an antiracist policy through their actions or expressing an antiracist idea.**”

The Code of Ethics and Standards of Practice of the National Association of REALTORS®, Standard of Practice 3-11, “REALTORS® may not refuse to cooperate on the basis of a broker’s race, color, religion, sex, handicap, familial status, national origin, sexual orientation, or gender identity.” As a company, we firmly stand by these principles.

No human should ever be discriminated.

Our hearts ache for our clients, friends and families that are hurting right now and have been hurting. **Black Lives Matter.**

The past few weeks have been filled with pain, anger, disappointment, hope and inspiration for change. As a minority business owner, it has taken me a few weeks to process and be able to write this memo to you. When the original flood of emails hit my inbox with Black Lives Matters letters, I struggled with the authenticity of the letters received. Where was the action? Was this just a bandwagon effect? The work of being a true #BLM ally was in action NOW and not empty words.

So we went into action.

Over the past few weeks, we have led non-judgement virtual group discussions, internal group meetings and one on one conversations, participated in book clubs, one on one conversations with anyone wanting to learn and have had discussions with local/national leaders about adding educational webinars and discussing policy changes that could spark change.

And as I read through this small list of action above, I know it is still not enough.

But it is a step. It speaks HOPE.

Our Antiracist actions align with our mission statement to “Anchor Memphis” through active community involvement. In 2020, each one of our agents is working towards Equity within Memphis. After actively volunteering with YWCA over the past year, Marissa Hertzog was recently elected as the Board Secretary to the YWCA Greater Memphis. Tim Cutberth has been actively participating on the Memphis Area Association of REALTORS with the Fair Housing & Affordable Housing Committee. Patti Joyner continues to volunteer at Dorothy Day House. Austin Rowe continues to advocate for the Memphis LGBTQ+ community in addition to his efforts with equal housing advocacy. And I, Fara Captain, continue to serve on the Kindred Place Board while also engaging with graduated classmates of the National Civil Rights Museum Unpacking Racism. We are all doing our small part to spark change so that the future can breathe.

In honor of Juneteenth, Captain & Co Real Estate LLC, we will pledge 10% of our profits to the National Civil Rights Museum for the month of June and July 2020.

We will continue to promote and support Black Owned businesses as we get through this pandemic. We will continue to root ourselves in self-growth and education.

We are still learning. We ask you to lean in and learn with us.

Sincerely,

 dotloop verified
06/19/20 12:38 PM
CDT
SGFU-VZMI-LYS8-LJML

Fara Captain, Broker/Owner
Captain and Company Real Estate LLC
O:901.390.HOME |C: 901-500-8034