



**BOTTIMORE
& ASSOCIATES**

PROFESSIONAL LIMITED LIABILITY COMPANY



UNITED WE STAND

George Floyd – Representative of Systemic Racism

At **BOTTIMORE & ASSOCIATES, P.L.L.C.**– we recognize the crisis and pain within our local communities and our Nation – in the wake of the killing of George Floyd in Minneapolis, MN. Locally, in Tacoma, WA, we mourn the killing of Manuel Ellis. The tragedies of George Floyd and Manuel Ellis and so many others have further exposed the disturbing racial inequities and police brutality against African Americans, representative of Systemic Racism, including countless wrongful deaths, repeated discrimination, disparate treatment, microaggressions, and Implicit Bias against People of Color for generations.

Black Lives Matter

We believe “Black Lives Matter” – and we support Free Speech as exercised under the First Amendment to our U.S. Constitution. We are saddened by violence in our cities from Tacoma to Seattle to all around our Nation. We do not support any further “Splitting” of our communities and our Nation. ***United We Stand.*** Once we recognize and honor the dignity, humanity, worth, and enormous contributions of African Americans and People of Color – that “***Black Lives Matter***” – we will then see the day when “All Lives Matter.” We have some more work to do. We join in that work by raising awareness through listening and learning. For more information, See: <https://www.blacklivesmatter.com>. Seattle Public Library has curated a Toolkit for Anti-Racist Allies. See also: <https://www.spl.org/books-and-media/books-and-ebooks/staff-picks/a-toolkit-for-anti-racism>.

Conflict Resolution

As a Law Firm – where “the Family is our Focus” – we are Trusted Advisors to our clients – some in the worst pain of their lives – guiding them to resolve Problems, Disputes, Issues, Conflicts. We know that Conflict Resolution is POSSIBLE if we listen and learn from one another – share interests and perspectives – and hold out hope for and create PEACEFUL RESOLUTIONS. As Lawyers and Officers of the Court, we are called upon as a Profession by the “Justices” of the Washington Supreme Court, “We go by the title of “Justice” and we reaffirm our deepest level of commitment to achieving justice by ending racism. We urge you to join us in these efforts. This is our moral imperative.” See Open Letter to Members of the Judiciary and the Legal Community:

<https://www.law.com/nationallawjournal/2020/06/05/our-moral-imperative-washington-state-justices-issue-open-letter-confronting-racial-injustice/?sreturn=20200506164038>

Diversity, Equity, Inclusion, Humanity, and Dignity

United We Stand for Diversity, Equity, Inclusion, Humanity, and Dignity – as we serve our clients, our local communities, and our Nation.