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## MFHA Members:

It is difficult to come up with the "right" words in response to the acts of violence over the weekend. First, a racially motivated shooting at a supermarket in Buffalo, New York, kills 10 and injures three others. Then, a gunman opens fire at a Taiwanese church in Laguna Woods, California, killing one person and critically injuring four. Tragic and senseless come to mind, yet these words seem insufficient.

Heartbroken is what we feel the most. Heartbroken for the families and friends who lost someone they loved. Heartbroken for the Black community in Buffalo who suffered this terrible act of racism. Heartbroken for the Taiwanese community in Orange County, whose place of worship should be a sanctuary from hate and violence. And, heartbroken for our country and its inability to shake this terrible evil.

At the Multicultural Foodservice & Hospitality Alliance (MFHA), we also find it impossible to make sense of these tragic events. But we can offer our support. As more information becomes available, and as your employees try to process this news, please be in touch. Open communication is an important part of the healing process and the path forward, yet these conversations with employees can feel awkward and uncomfortable. It would be our privilege to support and walk with you and your employees during these difficult times.

Your Partner & Advocate for Change,

A handwritten signature in black ink, appearing to read "Gerry Fernandez". The signature is fluid and cursive, with a large, sweeping flourish at the end.

**Gerry Fernandez**  
Founder & President  
[g.fernandez@mfha.net](mailto:g.fernandez@mfha.net)