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24th July 2020

**David Hurd, Ty Foose, Martin Adler, Shane O'Brien, Mark Seiger**

Executive Leadership Team, Brooklyn Boulders

Dear Brooklyn Boulders Leadership,

We are the parents of BKBeasts from both Gowanus and Queensbridge. As valued members of the BKB community, we have been appalled to hear the stories of discrimination and injustice that have come to light in recent weeks, and shocked by the sudden layoffs in your NYC facilities. You have put the future of our youth teams in jeopardy by letting go of staff that has gone above and beyond to facilitate our children's growth, as well as the growth of their community. We are asking you, as the Brooklyn Boulders leadership team, to follow in the footsteps of the BKB Collective and make the same commitment to creating a more equitable environment, free from discrimination and abuse. They have graciously shown you the way, and in return you have cut ties with the entirety of your staff, which in our view is the most valuable resource the company has.

As team parents, we have developed strong relationships with our coaches, who we entrust with our children's safety and wellbeing, and are committed to the teams that we have dedicated so much time and energy to over the years. Our younger BKBeasts may have chosen Brooklyn Boulders for a variety of reasons, whether it be the fun atmosphere, proximity to their friends or a more convenient commute, but as they continue to grow as climbers and people and BKB becomes an increasingly important aspect of their lives, they should be given the opportunity to return to the same program that they have begun to fall in love with. Our older, more advanced BKBeasts have developed strong and lasting relationships with their coaches and the climbing community, of which they are now valued members. For older members of the BKBeasts, Brooklyn Boulders is the ideal gym to return to for continued training, but only if the coaches and staff return as well. We wish to maintain consistency in the lives of our youth climbers, preserve the strong bonds that they have made with their coaches, and allow those relationships to continue to develop and further enrich their lives. As parents, we inherently know the importance of setting a good example for the next generation, and as such, will not sit idly by as systemic racism is allowed to persist at an organization that we value, and as those who would speak out against injustice are silenced.

We ask that all staff be **returned to their furlough status** and guaranteed a return to their former positions when your NYC facilities open and youth programming resumes. Unless the coaches and staff are guaranteed job security, **we formally request a refund for all membership dues paid during the closure.** If our coaches are forced to move on, many of us will have no choice but to transfer our children to another gym to climb and compete. As parents of BKBeasts, our membership dues have always been a significant financial commitment, even more so during the past few months when our children have been unable to climb. Until recently, those of us who have been able to continue payments were happy to do so as a way to guarantee that our kids would be able to return to the same teams that they love once it was safe to climb again. We understand that this is a difficult time for the company, but we will not continue supporting Brooklyn Boulders if it does not support its own staff.

We request that BKB leadership address every demand made by the BKB Collective and commit to creating a more equitable workplace for your staff and a truly inclusive space for the NYC climbing community to return to. We support these demands wholeheartedly and believe that they are necessary steps on the path toward a better future for our children, and an environment where all climbers feel safe, respected, and valued.

Sincerely,

**112 Parents of BKBeasts, OG & QB**