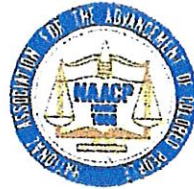


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September 21, 2022

I would like to take this time now to thank the Board of Commissioners for allowing me the opportunity to address you concerning the post on Social media by one of your members. The Henderson County NAACP Unit #5477 was appalled at the subject matter. Both the photographs were very offensive to African Americans and Women. Even though it was only one individual involved it put a negative light on the entire board.

On Friday, September 16, 2022, the Executive Committee met with Mr. Lapsley and Mr. Mitchell to express our opinion and to offer ways of how these photos chosen in poor taste could be used to heal the community.

1. Diversity and sensitivity training for the Board and Staff.
2. Board conversations with the Community in District 2 on a quarterly basis.
3. The NAACP would like to invite the Commissioners to sit down at the table with us and have open dialogue on a quarterly basis.
4. We want an apology from Mr. Andreotta without reservation. On Sunday, in the Times-News, he gave in our opinion an apology full of fluff.
5. The possibility of him being censured for a period of time. The goal here is to take something negative and to have a positive outcome.

Before I take my seat, I want to address Mr. Andreotta. Sir, I do believe that you and I have something in common. Your last name being Andreotta lets me know that your ancestors were not Native American. Picture this, a ship sailing across the sea with passengers on board coming to a New Land. Your ancestors were on the deck and probably given some food. My ancestors were shackled in the hull and made to lay in their own stench starving. But when that ship reached land they both were met by their oppressor. The oppressor gave your ancestors the title of "Indentured Servant" and mine "Slave". But they both fought for freedom and equality so that they may have a better life. Lesson learned, your ancestors took on the role of the "Oppressor" and mine "Indentured Servant". Oh, and the picture that disrespected women, you should know "Equal" means "Equal".

The mission of the NAACP is to ensure the political, educational, social and economic equality of all persons and to eliminate racial hatred and racial discrimination.