

From: [Communications](#)
To: [MainOfficeStaff](#); [SiteStaff](#); [OceanBayStaff](#); [HoeAvenueStaff](#); [BetancesStaff](#)
Cc: [Susan Camerata](#); [Fred Camerata](#); [Joseph Camerata](#)
Subject: A Letter from Our Executives
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Attachments: [image001.png](#)

Dear Wavecrest Team—

We have struggled for days to find the right words only to realize that there are no right words. The only wrong words are no words; the only mistake is silence.

At Wavecrest Management, we know there is a direct correlation between housing and equality. Housing stands as the foundation for improved health, education, and opportunities for success.

As we continue to witness the immeasurable pain, trauma, and division across the country, we would like to take a moment to share how we are feeling and how seriously we take our responsibility to help impact change: internally and through our business operations.

The first step towards change is sincere acknowledgement.

Acknowledgement that systemic racism and unconscious bias is not just seen in heinous crimes, but reaches far beyond these acts into every facet of our lives and communities, undermining the good that exists in all humans. This acknowledgement is not something we must do once, but rather a continuous practice we must all embrace in our daily lives.

At Wavecrest Management, we strive to lead with transparency, inclusion, empathy, and safety – important pillars of who we are.

We unequivocally condemn racism and discrimination in all forms, and renew our promise to uphold these values in order to foster a better company and community. And at this time, we stand with our employees, residents, and partners demanding justice and equality for the black community.

Internally, our continued commitment to diversity and inclusion is embedded in our hiring practices, business objectives, external partnerships, and professional development.

To name a few, Wavecrest is actively engaged in the following efforts:

- Justice-Involved Initiative – a program that seeks to connect those touched by the justice system with affordable housing and employment opportunities
- Where We Live Initiative – participation in a study that hopes to shape future housing policies by addressing discrimination, segregation, and equity in opportunity
- Local advocacy – team members such as Steven Bastian, Paul Martinez, Eric Millan, Yesenia Matamoros, Robert Spitz, Juan Roman, Delila Lozada, actively attending and participating in Community Board and Build the Block Meetings
- Partnership with Neighborhood Coalition Officers
- Bronx Health Change Partnership – a community group that seeks to create meaningful change in the South Bronx by combatting addiction, mental health, and other wellness issues affecting the community
- Awarding contracts to minority and women-owned business enterprises (MWBE) at our various NYCHA sites: Ocean Bay & Betances
- Providing safe and secure affordable housing units to over 2,000 individuals and families in 2019 of which approximately 500 were homeless
- Housing Career Pathways Project – a program that seeks to connect those living in affordable housing units to

- careers in housing; creating an affordable housing course to be taught in CUNY Real Estate Programs
- Expanding the Rent to Build Credit program in Bedford-Stuyvesant, Far Rockaway, and the Lower East Side – a voluntary program that allows rental payments to be used to bolster one’s credit score
- Participating in conversations regarding Income Volatility, Housing Instability, and Housing Assistance with NYU Furman Center and Wells Fargo

Wavecrest is actively engaged in these efforts because they empower our residents, revitalize communities, and continue the hard work to find more solutions.

We are particularly proud of many of our Department and Property Managers for their concerted effort to create safe spaces for our team members and residents to have open, honest dialogue about individual experiences on a variety of topics, including those related to racism, violence, privilege, and allyship. We also applaud our team members that continue to effect change by providing premiere service to our applicants, residents, vendors, and clients.

We are proud to stand alongside all of you in our core mission of providing safe, stable, affordable housing that enables greater opportunity for our residents and justice for all.

We wish you all safety, strength, and health during these difficult times.

Susan, Fred, and Joey



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