

OUR COMMITMENT TO PROGRESS

We believe all Washingtonians must have the same opportunities free from the barriers of racism.

We believe the private sector has a vital role to play in creating lasting change in support of racial equity for Black Washingtonians.

We believe racial equity is achievable in our state.

On behalf of our companies, we commit to owning our part of the problem, to actively contribute to solutions, and to use our voices to advocate for racial equity. We will listen, learn, partner, adapt, and engage in the work necessary to achieve racial equity for our Black employees, customers, and communities. Today, we commit to setting goals, measuring and reporting on progress, and remaining steadfast in our commitment.

WE COMMIT TO DRIVING RACIAL EQUITY IN THE CORPORATE SECTOR. OUR COLLECTIVE GOALS FOR 2030:

- Foster an inclusive corporate culture inside our organizations. This includes removing bias to achieve racial equity in hiring, evaluation, and promotion processes; providing anti-bias training and racial equity education for employees; supporting a community of Black professionals; and amplifying the voices and experiences of our Black employees and customers.
- Employ a workforce that reflects our communities. The percentage of our workforce that identifies as Black should mirror the percentage of the working age population that identifies as Black in the communities in which we operate.
- Achieve racial parity in average compensation for employees in similar job categories.
- Increase Black representation in management and senior leadership positions.
- Increase internships and work-embedded learning experiences for Black students.
- Increase diversity and racial equity among contractors, vendors, and supplier networks and increase investment in Black-owned businesses.
- Invest a combined \$2 billion in corporate, community, and philanthropic efforts to support racial equity in the next five years.

WE COMMIT TO ADVOCATE FOR RACIAL EQUITY IN OUR COMMUNITIES AND PUBLIC POLICY. TO BEGIN, WE WILL:

- Advocate for a robust data system that tracks and regularly reports on racial disparities across institutional systems and experiences, including education, healthcare, criminal justice, the workplace, and personal finance.
- Advocate for actions and public policies that support the growth of Black-owned businesses, address racial disparities, and improve outcomes in educational attainment and homeownership.

WE COMMIT TO BE ACCOUNTABLE AND TRANSPARENT. WE WILL:

- Make racial equity a long-term priority for our organizations.
- Set measurable targets, assess progress, and publicly report on our collective results.
- Encourage other private sector leaders to join us in raising our collective voices and taking action to support racial equity.

Our commitment to ensuring racial equity for Black Washingtonians recognizes the historical injustices and inequities that Black individuals, families, and communities have faced in our state and our country. Indigenous, Hispanic and Latinx, Asian Pacific Islander, and other communities of color experience the harmful impacts of racial inequity as well. We are committed to addressing inequities and supporting opportunity for all communities of color in Washington state.

SIGNERS TO OUR COMMITMENT TO PROGRESS

- Brad Tilden, Chairman & CEO, **Alaska Air Group**
- Dennis Vermillion, President & CEO, **Avista**
- Kerri Schroeder, Seattle Market President, **Bank of America**
- Mark Suzman, CEO, **Bill & Melinda Gates Foundation**
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- Erik Nordstrom, CEO, **Nordstrom**
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SIGNERS TO OUR COMMITMENT TO PROGRESS

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Signer List Current as of: December 1, 2020