

# At Least 49 Corporations That Have Claimed Racial Equity Concerns Help Lead The Industry Groups Undermining The Build Back Better Plan, "The Biggest Racial Justice Bill In Generations"

**SUMMARY:** President Biden's Build Back Better plan has been called "["the biggest racial justice bill In generations."](#)" The agenda would "[take important steps in advancing racial equity](#)" with investments in children, affordable prescriptions, affordable housing, paid leave, and other policies while striving to make "[disproportionately white](#)" high-income and wealthy households and [corporations](#) pay their fair share.

But an Accountable.US review has found that the boards and leadership ranks of the major industry groups [leading the fight](#) against the Build Back Better agenda are stocked with corporations and executives that have claimed concern about advancing racial equity and addressing systemic inequality.

These groups and their hypocritical corporate affiliates include:

- **The U.S. Chamber of Commerce** vowed to do "[everything we can](#)" to block the Build Back Better package. Its [Board Of Directors](#) includes at least 11 executives from corporations that have touted commitments to racial equity, including:
  - **FedEx, Nasdaq, Chevron, UPS, Intuit, IBM, Honeywell, Facebook, United Airlines, U.S. Bank, and Steptoe & Johnson.**
- **The Business Roundtable** called the Build Back Better package "[troubling](#)" as it prepared "[a significant, multifaceted campaign](#)" against its tax increases. Its [Exclusive Membership](#) is stocked with at least 10 CEOs from purportedly equity-friendly corporations, including:
  - **Walmart, Johnson & Johnson, General Motors, JPMorgan & Chase, Marriott International, Bank of America, Wells Fargo, Microsoft, Target, and Mastercard.**
- **PhRMA** has [run ads](#) against the Build Back Better package and has spent more than [\\$15 million on lobbying](#) this year. Its [board and leadership ranks](#) represent 10 companies that have publicly shown concern about racial justice:
  - **Merck, Genentech, Biogen, Novartis, Gilead, Eli Lilly, GlaxoSmithKline, Sanofi, Novo Nordisk, and AstraZeneca.**
- **The RATE Coalition** was preparing a "[seven-figure](#)" [ad campaign](#) against the Build Back Better package while its "chief advisor" opposed "[any](#)" of its tax increases. The coalition's small [membership](#) includes 8 companies that have claimed credit for addressing racial inequality:
  - **AT&T, Altria, Capital One, Cox Enterprises, CVS Health, Synchrony, Verizon, and the Walt Disney Company.**
- **The National Association of Manufacturers'** was lobbying against the Biden agenda "[in every way you can imagine](#)" and was poised to join forces in the U.S. Chamber's efforts against the Build Back Better package. Its [executive committee and board](#) include executives from at least 10 corporations that have claimed concerns about racial disparities:
  - **Trane Technologies, Dow Inc., Ecolab, Caterpillar, Celanese, SC Johnson, Salesforce, PricewaterhouseCoopers, Raytheon, and PPG.**

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**President Biden's Build Back Better Agenda Would "Take Important Steps In Advancing Racial Equity" With Investments In Children, Housing, Paid Leave, Affordable Prescriptions And Other Issue Areas While Striving To Make "Disproportionately White" High-Income, Wealthy Households And Corporations Pay Their Fair Share.**

### **The Build Back Better Plan Would "Take Important Steps In Advancing Racial Equity" With Investments That Would Heavily Benefit Communities Of Color.**

**The Build Back Better Plan—Which Had Been Approved By Several House Committees As Of September 2021—Would "Take Important Steps In Advancing Racial Equity" By Investing In "Children Workers, And Health Care."** "The Build Back Better legislation approved by various House committees would help drive a more equitable recovery by making investments in children, workers, and health care that will enable more people to reach their full potential and share in the nation's growth. [...] The House legislation takes important steps in advancing racial equity, not only by making key investments in programs that can promote opportunity but also by funding these investments with revenues raised through progressive policies from the wealthy and profitable corporations." [Center on Budget and Policy Priorities, [09/27/21](#)]

**As of Late October 2021, The Build Back Better Plan Was Expected To Include Affordable Care Act Healthcare Premium Subsidies, Medicaid Expansion, Universal Pre-Kindergarten, Housing Rental Vouchers, Mortgage Assistance, And Earned- Income Tax Credit Expansion.** "Many priorities pushed by progressives appear on track to remain in the package but at a shorter duration than originally proposed. These include Affordable Care Act premium subsidies, expanded Medicaid coverage, universal pre-kindergarten, renewal energy tax credits, earned-income tax credit expansion, housing rental vouchers and mortgage assistance and clean water funds." [Bloomberg, [10/22/21](#)]

**As Of Late October 2021, The Build Back Better Was Not Expected To Include Originally-Included Education, Childcare, And Climate Provisions Due To Objections From Moderate Senators Joe Manchin (D-WV) And Kyrsten Sinema (D-AZ).** "The White House's concessions are piling up on President Joe Biden's social-spending plan -- including climate, education and childcare provisions -- as negotiations continue into the weekend. [...] But by the time it's finished, the legislation will be far less ambitious than the president and progressive lawmakers had hoped, after its scope and price tag were winnowed at the behest of two Senate moderates, Joe Manchin and Kyrsten Sinema." [Bloomberg, [10/22/21](#)]

### **One Senator Called The Build Back Better Package "'The Biggest Racial Justice Bill In Generations'" And "'An Opportunity To Address Historic Wrongs And Ongoing Injustice.'"**

**Sen. Brian Schatz (D-HI) Called The Build Back Better Package "'The Biggest Racial Justice Bill In Generations'" And "'An Opportunity To Address Historic Wrongs And Ongoing Injustice.'"** "Others in the party make the case that passing Biden's 'Build Back Better' package into law, even a scaled back version, would itself prove critical to closing racial equity gaps, and that the party shouldn't lose sight of that potential achievement. 'This would be the biggest racial justice bill in generations,' said Sen. Brian Schatz (D-Hawaii). 'And yes, it's infrastructure, and yes, it's social spending, but it should be viewed as the Biden administration views this, which is an opportunity to address historic wrongs and ongoing injustice. It won't solve anything permanently, but for the federal government to have this level of commitment to racial justice is quite literally once in a lifetime.'" [Politico, [10/18/21](#)]

### **The Build Back Better Plan's Expanded Child Tax Credit And Child Nutrition Programs Would Help Reduce Child Poverty By Over 40%, "With The Sharpest Reductions" For Black And Latino Children.**

**The Build Back Better Plan Would Extend The Expanded Child Tax Credit And Enhance Child Nutrition Programs, Both Of Which Would Help "Reduce Child Poverty By More Than 40 Percent, With The Sharpest Reductions In The Poverty Rates For Black And Latino Children."** "Cut child poverty, narrow long-standing racial disparities in child poverty rates, and help more children reach their full potential, by, among other provisions, extending the expansion of the Child Tax Credit in the American Rescue Plan, which is estimated to reduce child poverty by more than 40 percent, with the sharpest reductions in the poverty rates for Black and Latino children; and making child nutrition enhancements aimed at addressing long-standing high rates of food hardship disproportionately experienced by children of color." [Center on Budget and Policy Priorities, [09/27/21](#)]

### **Black Americans Use 10 To 40 Percent Fewer Medications Than White Americans Due To High Prescription Drug Costs—The Build Back Better Plan Would Lower Drug Prices By Allowing Medicare To Negotiate Drug Prices.**

**Due To Expensive Prescription Costs, Black Americans Use 10 To 40 Percent Fewer Medications Than White Americans—The Build Back Better Plan Would Help Lower Prescription Drug Costs By Allowing Medicare To Negotiate Drug Prices.** "Lower Prescription Drug Costs. Americans pay 2-3 times more for their prescription drugs than people in other wealthy countries, contributing to the fact that [Black individuals use 10 to 40 percent fewer medications](#) than their White counterparts for the same illnesses. President Biden's plan will lower prescription drug costs for Americans by letting Medicare negotiate drug prices, so consumers are no longer at the whim of pharmaceutical companies." [The White House, [08/13/21](#)]

## **The Build Back Better Plan's "Substantial Investment In Housing Choice Vouchers" Would Predominantly Benefit People Of Color And Would Increase The Supply Of Affordable Housing, Helping The 30% Of Black Renters Who Pay More Than Half Their Income In Rent.**

**The Build Back Better Plan Includes A "Substantial Investment In Housing Choice Vouchers," Which Reduce Homelessness And Predominantly Benefit People Of Color.** "Reduce homelessness and housing instability, particularly through a substantial investment in Housing Choice Vouchers, which bridge the gap between households' incomes and the cost of housing. The bill's expansion of this highly effective program would reduce homelessness and other hardship for people who struggle most to afford a home, with more than two-thirds (71 percent) of those assisted being people of color." [Center on Budget and Policy Priorities, [09/27/21](#)]

**The Build Back Better Plan Would Also "Increase The Supply Of Affordable Housing Through Tax Credits And Government Financing."** "[30 percent of Black renters](#) pay over half their income in rent. The Plan's investments help lower housing costs and increase the supply of affordable housing through tax credits and government financing, including constructing and rehabilitating more than one million sustainable rental housing units and more than 500,000 homes working families can afford." [The White House, [08/13/21](#)]

**According To An Enterprise Community Partners Analysis, 30 Percent Of Black Renters "Spent More Than Half Their Income On Housing."** "Our analysis of the 2019 ACS data shows that 30 percent of Black renters were severely cost burdened last year, i.e., they spent more than half their income on housing (see figure 1). Moreover, most of these households also had extremely low incomes, earning less than 30 percent of their area median income (AMI). Indeed, nearly a quarter of all Black renter households were both severely cost burdened and had extremely low incomes. This share is the highest among any racial/ethnic group, and larger even than the share of all white renters who were severely cost burdened (21 percent)." [Enterprise Community Partners, [12/20/20](#)]

## **The Build Back Better Plan's Proposals To Close The Medicaid Coverage Gap—60% Of Which Is Comprised Of Uninsured People Of Color Below The Poverty Line—And Help The Nearly 1.3 Million People Of Color "Locked Out Of Coverage" In States That Refused To Expand Medicaid Under The Affordable Care Act.**

**The Build Back Better Plan Would Help To Expand Healthcare Coverage And Close The "Medicaid Coverage Gap," 60% Of Which Is Comprised Of People Of Color Who Are Under The Poverty Line And Lack Coverage.** "Make meaningful, lasting progress toward providing universal health coverage, by closing the Medicaid coverage gap, which would provide a pathway to coverage for more than 2 million people with incomes below the poverty line — 60 percent of whom are people of color — in states that haven't adopted the Affordable Care Act's (ACA) Medicaid expansion. The bill would also permanently increase premium tax credits to make marketplace coverage more affordable and help more uninsured people to enroll." [Center on Budget and Policy Priorities, [09/27/21](#)]

**Nearly 1.3 Million People Of Color Were "Locked Out Of Coverage" In States That Refused To Expand Medicaid Under The ACA.** "Almost [3.9 million Black people](#) were uninsured in 2019 before President Biden took office, coverage under the Affordable Care Act (even with the ACA's premium subsidies) was too expensive for many families, and almost [1.3 million people of color](#) were locked out of coverage because their state refused to expand Medicaid." [The White House, [08/13/21](#)]

## **The Build Back Better Plan Would Help 360,000 Black Americans By Lowering Costs Of Health Insurance Purchased Through The Affordable Care Act.**

**The Build Back Better Plan Would Also Help Lower Costs For Those Buying Health Insurance Coverage Through The Affordable Care Act, Helping 360,000 Black Americans Save An Average Of \$50 Per Person Per Month.** "President Biden's plan lowers health care costs for those buying coverage through the ACA by extending the American Rescue Plan's cost savings, which helps [360,000 Black people](#) save an average of \$50 per person per month." [The White House, [08/13/21](#)]

**Nearly 3.9 Million Black Americans Were Uninsured In 2019, Even With The Affordable Care Act's (ACA's) Premium Subsidies.** "Almost [3.9 million Black people](#) were uninsured in 2019 before President Biden took office, coverage under the Affordable Care Act (even with the ACA's premium subsidies) was too expensive for many families, and almost [1.3 million people of color](#) were locked out of coverage because their state refused to expand Medicaid." [The White House, [08/13/21](#)]

### **The Build Back Better Plan's Paid Family And Medical Leave Proposals Would Heavily Benefit Workers Of Color, Who Are Less Likely To Have Access To Leave.**

**The Build Back Better Plan Would Create A "Comprehensive" Paid Family And Medical Leave Program, Which Would Benefit Workers Of Color, "Who Are Less Likely To Have Access To Any Family And Medical Leave."** "Create a broad-based, comprehensive, and progressive paid family and medical leave program, addressing a major gap in the nation's caregiving infrastructure, particularly for workers of color, who are less likely to have access to any family and medical leave, paid or unpaid." [Center on Budget and Policy Priorities, [09/27/21](#)]

### **The Build Back Better Plan's Proposals For Universal Preschool Would Help The Over One-Third Of Three- And Four-Year Old Black Children Not Enrolled In Preschool Or Kindergarten.**

**Over One-Third Of Three- And Four-Year Old Black Children Aren't Enrolled In Preschool Or Kindergarten Programs—The Build Back Better Plan Addresses This Through Proposals For Universal Preschool And Lower Child Care Costs.** "Lower Child Care Costs. Only 62.6 percent of all three- and four-year-old Black children are enrolled in preschool or kindergarten programs. President Biden's plan lowers child care costs and makes universal preschool a reality for all three and four year-olds, providing parents access to high-quality programs in the setting of their choice. The Build Back Better Agenda would also institute 12 weeks of paid family and medical leave, which will help improve Black maternal health outcomes and reduce wage losses that cause persistent earning and wealth gaps for Black women." [The White House, [08/13/21](#)]

**As Of Late October 2021, The Build Back Better Was Not Expected To Include Originally-Included Education, Childcare, And Climate Provisions Due To Objections From Moderate Senators Joe Manchin (D-WV) And Kyrsten Sinema (D-AZ).** "The White House's concessions are piling up on President Joe Biden's social-spending plan -- including climate, education and childcare provisions -- as negotiations continue into the weekend. [...] But by the time it's finished, the legislation will be far less ambitious than the president and progressive lawmakers had hoped, after its scope and price tag were winnowed at the behest of two Senate moderates, Joe Manchin and Kyrsten Sinema." [Bloomberg, [10/22/21](#)]

### **Objections From Moderate Democratic Senators Have Cut The Build Back Better Plan's Provisions To Higher Education Affordability That Would Have Reduced Racial Income And Wealth Gaps, And The Plan's Support For Institutions Dedicated To Black, Hispanic, And Native American Students.**

**The Build Back Better Plan Would Have Made "Higher Education More Affordable"—Helping To "Close Racial Gaps In Income And Wealth"—And Support Institutions "Dedicated To Serving Black, Hispanic, And American Indian Students."** "Make higher education more affordable across a range of institutions by increasing the maximum Pell Grant, eliminating community college tuition and fees in participating states, and



supporting institutions dedicated to serving Black, Hispanic, and American Indian students. These policies can lift individuals' long-term earnings and help close racial gaps in income and wealth." [Center on Budget and Policy Priorities, [09/27/21](#)]

**As Of Late October 2021, The Build Back Better Was Not Expected To Include Originally-Included Education, Childcare, And Climate Provisions Due To Objections From Moderate Senators Joe Manchin (D-WV) And Kyrsten Sinema (D-AZ).** "The White House's concessions are piling up on President Joe Biden's social-spending plan -- including climate, education and childcare provisions -- as negotiations continue into the weekend. [...] But by the time it's finished, the legislation will be far less ambitious than the president and progressive lawmakers had hoped, after its scope and price tag were winnowed at the behest of two Senate moderates, Joe Manchin and Kyrsten Sinema." [Bloomberg, [10/22/21](#)]

### **The Build Back Better Plan Would Increase Taxes On High-Income And Wealthy Households, Which Are "Disproportionately White," And On Corporations, Whose Executive And Management Ranks Are Disproportionately White.**

**The Build Back Better Plan Would Be Paid For By Increase Taxes On Wealthy And High-Income Households, "Who Are Disproportionately White," And On Corporations.** "The House Build Back Better legislation pairs these investments aimed at broadening opportunity with more revenues from high-income and high-wealth households and profitable corporations that too often pay low or no taxes and with strengthened tax compliance efforts so taxpayers pay more of what they owe. These tax policies would generate revenue from the most well-off in the country, who are disproportionately white, and would make the tax code more equitable and adequate without undermining economic growth." [Center on Budget and Policy Priorities, [09/27/21](#)]

**A March 2021 Bloomberg Survey Found That Of 37 Top U.S. Companies, Only 4 Had Black People In 10% Or More Of Their Executive And Management Roles, While Also "Trail[ing]" In Hispanic Representation.** "As part of an initiative to track the corporate response to the Black Lives Matter movement, Bloomberg has obtained detailed breakdowns of U.S. employee counts by race and gender across job categories for 37 out of 100 of the nation's biggest corporations, up from 25 last fall. [...] The data obtained by Bloomberg paint a picture of companies still struggling to add more Black and Hispanic workers, especially in the upper ranks. Only 4 of the 37 companies had Black people in 10% or more of executive and management roles, even though Black people make up about 13% of the U.S. population. Hispanic representation also trailed national figures at many companies." [Bloomberg, [03/09/21](#)]

### **In August 2021, "A Torrent Of Political Groups" Representing The Biggest Corporations Prepared A "Lobbying Blitz" Against The Package.**

**Late August 2021: "A Torrent Of Political Groups," Representing The Biggest Corporations In Several Industries, Were Preparing A "Lobbying Blitz" Against President Biden's \$3.5 Trillion "Build Back Better" Agenda.** "A torrent of political groups representing some of the country's most influential corporations — including ExxonMobil, Pfizer and the Walt Disney Company — are laying the groundwork for a lobbying blitz to stop Congress from enacting significant swaths of President Biden's \$3.5 trillion economic agenda. The emerging opposition appears to be vast, spanning drug manufacturers, big banks, tech titans, major retailers and oil-and-gas giants." [The Washington Post, [08/31/21](#)]

**Biden's "Build Back Better" Agenda Is Intended To "Create Jobs, Cut Taxes, And Lower Costs For Working Families" While Making Corporations And The Wealthy "Pay Their Fair Share" In Taxes.** "The Build Back Better Agenda includes President Biden's American Families Plan and key elements of the American Jobs Plan that were not included in the Bipartisan Infrastructure Deal. In Washington, this proposal is known as 'reconciliation.' But the bottom line is a plan that will create jobs, cut taxes, and lower costs for working families—all paid for by making the tax code fairer and making the wealthiest and large corporations pay their fair share." [The White House, [08/13/21](#)]

**At Least 11 Major Corporations—including FedEx, Facebook, Nasdaq, Chevron, UPS, And Others—that Claim Commitments To Racial Equity Make Up The Board Of Directors Of The U.S. Chamber Of Commerce, Which Vowed To Do "Everything We Can" To Block The \$3.5 Trillion Reconciliation Package.**

**Late August 2021: The U.S. Chamber Was Building "An Economy-Wide Coalition" Against The Reconciliation Package, Vowing To Do "Everything We Can" To Block It From Being Enacted In Full.**

**Late August 2021: The U.S. Chamber Of Commerce Was Assembling "An Economy-Wide Coalition To Coordinate The Fight" Against The Reconciliation Bill, Which Would Include Lobbying And Ad Campaigns Against Democratic Lawmakers.** "Among the most active is the U.S. Chamber of Commerce, which is starting to put together an economy-wide coalition to coordinate the fight against the still forming economic package, including its significant price tag, policy scope and potential for tax increases. The effort could encompass traditional lobbying on Capitol Hill as well as advertising campaigns targeting Democratic lawmakers, according to three people familiar with the matter who spoke on the condition of anonymity to describe the discussions." [The Washington Post, [08/31/21](#)]

**The Chamber Vowed To Do "Everything We Can" To Block The Full Reconciliation Package, Which Its President And CEO Claimed It Would "Halt America's Fragile Economic Recovery."** "In a sign of the obstacles Democrats face, the Chamber of Commerce last week took a firm stand against the package, promising to do 'everything we can' to prevent Congress from adopting it in full. The group's president and chief executive, Suzanne Clark, issued the statement hours after the House adopted the \$3.5 trillion budget that enabled Democrats to begin crafting tax and spending provisions — an approach, she said, that would 'halt America's fragile economic recovery.'" [The Washington Post, [08/31/21](#)]

**The U.S. Chamber Of Commerce Is "The World's Largest Business Organization."** "The U.S. Chamber of Commerce is the world's largest business organization representing companies of all sizes across every sector of the economy." [U.S. Chamber of Commerce, accessed [09/10/21](#)]

**FedEx's Executive Vice President And General Counsel Is On The U.S. Chamber's Board, Yet The Company Has Claimed Its "Commitment To Creating More Equitable Communities" And "Longstanding Commitment To Advancing Inclusion And Empowering Economic Opportunity In The Black Community."**

**FedEx Executive Vice President, General Counsel, And Secretary Mark Allen Is On The U.S. Chamber's Board Of Directors.** [U.S. Chamber of Commerce, accessed [09/13/21](#)]

**February 2021: FedEx Pledged \$5 Million To Four Historically Black Colleges And Universities (HBCUs) In Mississippi And Tennessee.** "FedEx Corp. (NYSE: FDX) announced today a pledge to commit \$5 million to four Historically Black Colleges and Universities (HBCUs) in Mississippi and Tennessee. The initiative will create valuable education and job readiness for students at Tennessee State University, Jackson State University, Mississippi Valley State University, and LeMoyne-Owen College." [FedEx, [02/10/21](#)]

**FedEx's Corporate Vice President Of Human Resources: "This Contribution Further Deepens Our Commitment To Creating More Equitable Communities By Breaking Down Barriers To Work And Making A Sustainable, Long-Term Impact On Underrepresented Groups."** "'With many students and families struggling right now as a result of the COVID-19 pandemic, our hope is that this timely investment will help keep more students in school and provide future access to leadership, educational and employment opportunities,' said Judy Edge, corporate vice president of Human Resources at FedEx. 'This contribution



further deepens our commitment to creating more equitable communities by breaking down barriers to work and making a sustainable, long-term impact on underrepresented groups." [FedEx, [02/10/21](#)]

**FedEx Claimed The Pledge Built On The Company's "Longstanding Relationship" With The Four HBCUs.** "This new initiative builds on the longstanding relationship between these HBCUs and FedEx, which includes endowed scholarships at Jackson State University, Tennessee State University and LeMoyne-Owen College; a customized career readiness program established at Mississippi Valley State University; and leadership summits in support of the Southern Heritage Classic for students at both Tennessee State University and Jackson State University." [FedEx, [02/10/21](#)]

**FedEx Also Claimed The Investment "Reinforce[d] The Company's Longstanding Commitment To Advancing Inclusion And Empowering Economic Opportunity In The Black Community" And That The Company Is "Focused On Making The Communities It Serves More Equitable."** "Today's announcement reinforces the company's longstanding commitment to advancing inclusion and empowering economic opportunity in the Black community. Through skills training programs, mentoring, and collaboration with leading national and local organizations, FedEx is focused on making the communities it serves more equitable, helping empower diverse voices, and providing access to leadership, educational and employment opportunities." [FedEx, [02/10/21](#)]

**FedEx Has Previously Touted Its Recognition By *Black Enterprise* For "Best Companies for Diversity" And "Best Workplace for Diversity."** FedEx Corp. (NYSE: FDX) announced today that it has been selected by the editors of Black Enterprise for inclusion on its annual Best Companies for Diversity List. This list is the publication's exclusive roster of major corporations that have demonstrated best practices through its diverse representation within its employee base, senior management ranks, corporate boards and supplier pools. [...] This honor is the latest on a long list of accolades FedEx has received for fostering a diverse and inclusive work environment. In 2017 alone, the company was recognized as a Best Workplace for Diversity by Great Place to Work, a Best Company to Work for by Fortune Magazine, and a Top Corporation for Women Business Enterprises by the Women's Business Enterprise National Council." [FedEx, [01/29/18](#)]

- **"BLACK ENTERPRISE Is The Premier Business, Investing, And Wealth-Building Resource For African Americans."** [Black Enterprise, accessed [10/14/21](#)]

**Nasdaq's Vice Chairman Is On The U.S. Chamber's Board, Yet The Company Has Touted A "Commitment To Equality," Including "Challenging Racial And Economic Injustice" And Supporting "Critical Assistance To Black Communities."**

The U.S. Chamber's Board Of Directors Includes Nasdaq Inc. Vice Chairman Edward Knight. [U.S. Chamber of Commerce, accessed [09/13/21](#)]

**On Nasdaq's "Commitment To Equality" Page, It Features A Quote From President And CEO Adena Friedman Claiming The Company Strives To "Create Positive Change, Both Within Nasdaq And In The Communities Where We Serve":**



[...]

"Through our continued efforts, we strive to support those who need it most and to take action to create positive change, both within Nasdaq and in the communities where we live."

Adena Friedman, President and CEO, Nasdaq

[Nasdaq, accessed [10/04/21](#)]

**Nasdaq Has Touted Participation In The "Equal Justice Initiative," Which It Claims Is Committed To "Challenging Racial And Economic Injustice, And To Protecting Basic Human Rights For The Most Vulnerable People In American Society."** "Equal Justice Initiative [...] EJI is committed to ending mass incarceration and excessive punishment in the United States, to challenging racial and economic injustice, and to protecting basic human rights for the most vulnerable people in American society." [Nasdaq, accessed [10/04/21](#)]

**Nasdaq Claimed It Was Taking "Action To Advance Equality," Including \$3 Million To Causes That Were Providing "Critical Assistance To Black Communities" And Triple-Matching Employee Donations To "Social Justice Organizations."** "As thousands of people around the world march in solidarity against racism, Nasdaq and many of the companies listed on its exchange are stepping up to take action to advance equality." [Nasdaq, [06/19/20](#)]

- **Nasdaq Claimed It Was "Allocating \$3 Million From Its COVID-19 Philanthropic Relief Efforts For Donations To The Equal Justice Initiative And The NAACP's COVID-19 Project, Which Are Providing Critical Assistance To Black Communities Disproportionally Impacted By The Global Health, Economic, And Social Justice Crises."** [Nasdaq, [06/19/20](#)]
- **Nasdaq Claimed It Was "Triple-Matching Employee Donations To Related Community Engagement And Social Justice Organizations Through The Nasdaq Goodworks."** [Nasdaq, [06/19/20](#)]

**Chevron's Vice President And General Manager Of Government Affairs Is On The U.S. Chamber's Board, Yet It Has Touted "A Commitment To Address Barriers To Racial Equity," And One Executive Has Said, "It Is Up To All Of Us To Be Present, Be Allies And Be Actionable" Against Racial Injustice.**

The U.S. Chamber's Board Of Directors Includes Chevron Vice President And General Manager Of Government Affairs Karen Knutson. [U.S. Chamber of Commerce, accessed [09/13/21](#)]

**Chevron Claimed It "Made A Commitment To Address Barriers To Racial Equity," Focusing On Education And Job Creation, Among Other Areas, And A \$15 Million Pledge To Support "Black Employees And The Black Community."** "In response to a convergence of events that included the spread of COVID-19, an economic downturn that led to massive unemployment and social unrest growing out of the death of George Floyd and other Black Americans in the United States, we made a commitment to address

barriers to racial equity. [...] Our approach to addressing barriers to equity also included a \$15 million pledge to support Black employees and the Black community. This commitment is based on four strategic pillars: education, job creation, talent and leadership development, and community and small business partnerships." [Chevron, accessed [10/22/21](#)]

**Chevron CEO Mike Wirth: "Racism And Brutality Have No Place In America":**



I share the anger and pain felt by so many Americans at the recent killings of unarmed black men and women. Racism and brutality have no place in America. Yet these incidents still occur. And they impact people well beyond those directly affected by such tragedies. Including people at our company.

I absolutely believe we are stronger when we embrace our differences, and now is an important time to do just that.

Mike Wirth  
CEO

[Chevron, [June 2020](#)]

**Chevron Chief Human Resources Officer Rhonda Morris: "Our Commitment To Diversity And Inclusion Is Fundamental":**



For Chevron, this is an opportunity to do an honest appraisal of who we are as a company and what we stand for... Our commitment to diversity and inclusion is fundamental. And with this foundation we can always regain lost perspective. Our values offer a place we can always turn to for renewal and become whole.

Rhonda Morris  
chief human resources officer

[Chevron, [June 2020](#)]

**Chevron Chief Diversity Officer Lee Jourdan: "'Diversity And Inclusion' Is The First Value Listed In The Chevron Way":**



Advocate for the outgroup when you are part of the ingroup. Just like with safety. If you see it, own it. If you hear it, speak it. Advocacy carries with it a dimension of credibility that self-advocacy does not.

We are fortunate to work for a company that lives its values. “Diversity and Inclusion” is the first value listed in The Chevron Way. That’s not an accident.

Lee Jourdan  
chief diversity officer

[Chevron, [June 2020](#)]

**Chevron Vice President Of Corporate Affairs Dan Walsh: "It Is Up To All Of Us To Be Present, Be Allies And Be Actionable In The Ugly Face Of Racism, Discrimination And Injustice":**



Diversity and inclusion are foundational to The Chevron Way – and it is up to all of us to be present, be allies and be actionable in the ugly face of racism, discrimination and injustice.

Dale Walsh  
vice president, corporate affairs

[Chevron, [June 2020](#)]

**Chevron Has Touted "Relationships And Programs" With Historically Black Colleges And Universities (HBCUs) "To Encourage Minority Participation In Science, Technology, Engineering And Mathematics (STEM)." "We have forged strategic relationships with numerous colleges and universities around the world – developing programs that will empower students and help us to enable human progress. [...] Our relationships and programs with historically Black colleges and universities are designed to encourage minority participation in science, technology, engineering and mathematics (STEM)." [Chevron, accessed [10/04/21](#)]**

**UPS's Chief Corporate Affairs And Communications Officer Is On The U.S. Chamber's Board, Yet The Company's CEO Has Claimed "'We Will Be Champions For Justice And Equality, Not Just In Our Words But In Our Actions.'"**

**The U.S. Chamber's Board Of Directors Includes United Parcel Service Chief Corporate Affairs And Communications Officer Laura Lane. [U.S. Chamber of Commerce, accessed [09/13/21](#)]**

**August 2020: UPS Announced It Was "Stepping Up Its Actions In Support Of Justice, Reform And Equality For Black Americans." "UPS (NYSE:UPS) today announced it is stepping up its actions in support of justice, reform and equality for Black Americans in response to the killings of Ahmaud Arbery, George Floyd, Breonna Taylor and others." [UPS, [08/06/20](#)]**

**UPS CEO Carol Tomé: "'There Is Still Considerable Work To Be Done And We Are Committed To Doing Our Part To Help Eradicate Racial Injustice And Inequality Around The World.'" "No one is safe until we are all safe, and we know there is no place in any community anywhere in the world for racism, bigotry or hate,"**

said Carol Tomé, UPS CEO. 'We will not stand quietly or idly on the sidelines of this issue.' 'More than 112 years ago, UPS founder Jim Casey envisioned a company centered on its people and built on the core values of fairness, dignity and respect; but we know that has not been the lived experience of many Americans, including those in the Black community,' Tomé continued. 'While many advancements have been made since our company's founding, there is still considerable work to be done and we are committed to doing our part to help eradicate racial injustice and inequality around the world.'" [UPS, [08/06/20](#)]

**Tomé Continued, "We Will Be Champions For Justice And Equality, Not Just In Our Words But In Our Actions Here In The U.S. And Everywhere We Operate Around The World."** "Today, we are reaffirming what we know is right and doing our part to accelerate progress.' continued Tomé. 'We will be champions for justice and equality, not just in our words but in our actions here in the U.S. and everywhere we operate around the world.'" [UPS, [08/06/20](#)]

**UPS Touted Its "Decades-Long Funding Support" Of Efforts "To Advance Federal Legislation Critical For Greater Racial Justice And Equality," Plus Support For The Congressional Black Caucus Foundation.** "UPS will also continue its decades- long funding support of the Congressional Black Caucus Foundation and joint advocacy efforts to advance federal legislation critical for greater racial justice and equality." [UPS, [08/06/20](#)]

**UPS Touted \$3.2 Million In Funding "To Support Employment, Education, Small Businesses, Advocacy And Reform" Through The NAACP, National Urban League, And Other Organizations.** "Provides \$3.2 million for programming to support employment, education, small businesses, advocacy and reform with longstanding UPS partners including the National Urban League, the NAACP, United Negro College Fund and the Leadership Conference on Civil and Human Rights' Education Fund, among others." [UPS, [08/06/20](#)]

**2021: In Recognizing Juneteenth, UPS CEO Carol Tomé Said Of Racial Justice, "We Will Not Stand Quietly Or Idly On The Sidelines Of This Issue."** "No one is safe until we are all safe,' said CEO Carol B. Tomé. 'And we know there is no place in any community anywhere in the world for racism, bigotry or hate. We will not stand quietly or idly on the sidelines of this issue.'" [UPS, [06/17/21](#)]

- **UPS Recognized Juneteenth In 2021, Noting That It Has Been Considered "The Country's Second Independence Day."** "June 19 marks a historically important event in the U.S. Known as Juneteenth, it's considered by many to be the country's second Independence Day." [UPS, [06/17/21](#)]

**UPS Has Touted "Longtime" Partnerships With "Organizations That Promote Racial Justice, Such As The National Urban League And The NAACP."** "UPS has been longtime partners with organizations that promote racial justice, such as the National Urban League and the NAACP, and have formed new partnerships with organizations such as the Equal Justice Initiative." [UPS, [06/17/21](#)]

**Intuit's Chief Public Policy Officer Is On The U.S. Chamber's Board, While The Company Claimed To "Have A Responsibility To Advocate For Inclusive Communities," And A Commitment To "Leaning Into Our Values And Powering Prosperity For All."**

**The U.S. Chamber's Board Of Directors Includes Intuit Chief Public Policy Officer Chris Leahy.** [U.S. Chamber of Commerce, accessed [09/13/21](#)]

**In Its 2021 Diversity, Equity, And Inclusion Report, Intuit Claimed "We Have A Responsibility To Advocate For Inclusive Communities To Truly Power Prosperity For All."** "Beyond our employees and customers, we have a responsibility to advocate for inclusive communities to truly power prosperity for all regardless of gender, race, religion or other characteristics." [Intuit, [2021](#)]



**Intuit Has Claimed To Be "Committed To Using Our Voice And Resources As A Company To Support The Social Issues That Are Aligned With Our Values."** "We're committed to using our voice and resources as a company to support the social issues that are aligned with our values and areas where we can positively impact the lives of our employees." [Intuit, [2021](#)]

**Intuit Has Also Claimed To Be "Committed To Building On The Progress To Date By Leaning Into Our Values And Powering Prosperity For All."** "We recognize that lasting change comes through long-term commitment and consistency. We are committed to building on the progress to date by leaning into our values and powering prosperity for all." [Intuit, [2021](#)]

**Intuit Claimed That It "Took A Stand On Multiple Social Issues" In Its Fiscal Year 2021, Including Supporting A Path To Citizenship For Dreamers And Opposing Hate Against Asian-American And Pacific Islanders.** "We took a stand on multiple societal issues in FY 2021, including signing the Business Statement Opposing Anti-LGBTQ State Legislation and contributing to Stop AAPI Hate in response to increased violence against Asian Americans. Additionally, our CEO joined more than 90 CEOs to sign a letter in support for finding a path to citizenship for Dreamers as part of the Coalition for the American Dream." [Intuit, [2021](#)]

### **IBM's Senior Vice President And General Counsel Is On The U.S. Chamber's Board, As The Company's CEO Has Directly Asked Congress To Advance Racial Equality Through Expanding Educational Access And Other Policies.**

**The U.S. Chamber's Board Of Directors Includes International Business Machines Senior Vice President And General Counsel Michelle H. Browdy.** [U.S. Chamber of Commerce, accessed [09/13/21](#)]

**June 2020: IBM CEO Arvind Krishna Sent A Letter To Congress "Outlining Detailed Policy Proposals To Advance Racial Equality In Our Nation."** "IBM CEO Arvind Krishna today sent the following letter to Congress outlining detailed policy proposals to advance racial equality in our nation. He also shared, in the context of addressing responsible use of technology by law enforcement, that IBM has sunset its general purpose facial recognition and analysis software products." [IBM, [06/08/20](#)]

**IBM Said The Letter And Its Separate Call For Hate Crimes Legislation Were "The First Steps In An Aggressive Push To Combat Systemic Racism."** "On June 8, 2020, IBM joined Georgia businesses in support of hate crimes legislation, and our CEO sent a letter to the U.S. Congress proposing specific changes to public policies — the first steps in an aggressive push to combat systemic racism." [IBM, accessed [10/05/21](#)]

**IBM's Letter Also Said The Company "Would Like To Work With Congress In Pursuit Of Justice And Racial Equity," Including Policies On "Broadening Skills And Educational Opportunities."** "To that end, IBM would like to work with Congress in pursuit of justice and racial equity, focused initially in three key policy areas: police reform, responsible use of technology, and broadening skills and educational opportunities." [IBM, [06/08/20](#)]

**IBM's Letter Acknowledged The "Particularly Acute" Gap In Minority Educational Opportunities And Called On Congress To Expand Pell Grants And Provide For No-Cost Associates Degrees In STEM Fields.** "We need to create more open and equitable pathways for all Americans to acquire marketable skills and training, and the need is particularly acute in communities of color. At IBM, we see an urgent demand for what we call "new collar" jobs, which require specialized skills but not necessarily a traditional 4-year college degree. Such jobs can still be found today in fast-growing fields from cybersecurity to cloud computing. We urge Congress to consider national policies to expand the number and reach of programs such as: P-TECH – Developed by IBM earlier this decade, P-TECH is a grade 9-14 school model where students earn both their high school diploma and a no-cost associates degree in a STEM field without incurring student debt. [...] Pell Grants – Today Pell Grants are an important pathway for students of color to go to college." [IBM, [06/08/20](#)]

**IBM Has Touted Matching Employee Contributions To Charities "Engaged In Anti-Discrimination Initiatives, Including The NAACP Legal Defense And Education Fund, The National Urban League, And The Black Lives Matter Network.** "IBM also began matching contributions by IBM employees and retirees 1-to-1, through July 20, to four charities engaged in anti-discrimination initiatives: the National Urban League, the NAACP Legal Defense and Education Fund, the Leadership Conference Education Fund, and the Black Lives Matter Network." [IBM, accessed [10/05/21](#)]

**Honeywell's Senior Vice President Of Government Relations Is On The U.S. Chamber's Board, Yet The Company's CEO Has Recognized That Racism Denies People "The Basic Principles Of Equality And Opportunity" And Touted Work To "Emphasize Diversity And Opportunity Across A Broad Range Of Society."**

**The U.S. Chamber's Board Of Directors Includes Honeywell Senior Vice President Of Government Relations James Carroll.** [U.S. Chamber of Commerce, accessed [09/13/21](#)]

**June 2020: Honeywell Chairman And CEO Darius Adamczyk Issued A Statement On The Company's "Opposition To Racism And Our Promotion Of Equality And Opportunity."** "A Statement From Our Chairman And CEO On Our Opposition To Racism And Our Promotion Of Equality And Opportunity DARIUS ADAMCZYK | CHAIRMAN AND CHIEF EXECUTIVE OFFICER" [Honeywell, [06/16/20](#)]

**Honeywell's CEO Said, "It Is Upsetting To Think That Racism Continues To Persist In Our Society, Denying Individuals The Basic Principles Of Equality And Opportunity."** "Like you, I have been personally outraged by the terrible killings of George Floyd and many other Black people within our U.S. communities. It is upsetting to think that racism continues to persist in our society, denying individuals the basic principles of equality and opportunity because of the color of their skin or their racial or ethnic origin." [Honeywell, [06/16/20](#)]

**Honeywell's CEO Claimed The Company Would Continue Evolving Its Community Relations And Partnerships With "Key External Organizations To Emphasize Diversity And Opportunity Across A Broad Range Of Society."** "We will continue to evolve our community relations programs and partnerships with key external organizations to emphasize diversity and opportunity across a broad range of society. A good example of this is our announcement today that we are Founding Sponsor of the Charlotte Center City Small Business Innovation Fund. We have committed \$2 million this year to provide grants of up to \$40,000 to small businesses with 50 or fewer employees. The grants will help these small enterprises survive the changing environment brought on by COVID through investments in technologies or upgraded marketing or business practices. When selecting grant recipients, we will prioritize minority-, women- and veteran-owned businesses." [Honeywell, [06/16/20](#)]

**Facebook's Chief Privacy Officer Is On The U.S. Chamber Board, Yet Its Founder And CEO Mark Zuckerberg Has Claimed "We All Have The Responsibility To Create Change" As He Committed \$10 Million To Racial Justice Efforts And Touted His Chan Zuckerberg Initiative—Which Has Touted \$500 Million To "Dismantle Systemic Racism And Inequality."**

**The U.S. Chamber's Board Of Directors Includes Facebook Chief Privacy Officer Erin Egan.** [U.S. Chamber of Commerce, accessed [09/13/21](#)]

**June 2020: Facebook Founder And CEO Mark Zuckerberg Wrote "We All Have The Responsibility To Create Change" Regarding America's "Long History Of Racism And Injustice."** "The pain of the last week reminds us how far our country has to go to give every person the freedom to live with dignity and peace. It reminds us yet again that the violence Black people in America live with today is part of a long history of racism and injustice. We all have the responsibility to create change." [Facebook Post By Mark Zuckerberg, [06/01/20](#)]

- **Mark Zuckerberg Is Facebook's Founder And CEO.** "Facebook founder & CEO Mark Zuckerberg and his wife Priscilla Chan founded the philanthropic advocacy arm, the Chan Zuckerberg Initiative (CZI) in 2015." [Forbes, [08/11/21](#)]

**Mark Zuckerberg Wrote, "The Organizations Fighting For Justice Also Need Funding" And Committed \$10 Million From Facebook To Groups Working On Racial Justice.** "The organizations fighting for justice also need funding, so Facebook is committing an additional \$10 million to groups working on racial justice. We're working with our civil rights advisors and our employees to identify organizations locally and nationally that could most effectively use this right now." [Facebook Post By Mark Zuckerberg, [06/01/20](#)]

**Mark Zuckerberg Noted That The Chan Zuckerberg Initiative, The Organization He Started With His Wife Priscilla Chan, Has Been Investing About \$40 Million A Year In "Organizations Working To Overcome Racial Injustice."** "I haven't talked much about our work on this, but the Chan Zuckerberg Initiative has been one of the largest funders, investing ~\$40 million annually for several years in organizations working to overcome racial injustice. Priscilla and I are committed to this work, and we expect to be in this fight for many years to come. This week has made it clear how much more there is to do." [Facebook Post By Mark Zuckerberg, [06/01/20](#)]

- **The Chan Zuckerberg Initiative Is The "Philanthropic Advocacy Arm" Started By Mark Zuckerberg And His Wife Priscilla Chan.** "Facebook founder & CEO Mark Zuckerberg and his wife Priscilla Chan founded the philanthropic advocacy arm, the Chan Zuckerberg Initiative (CZI) in 2015." [Forbes, [08/11/21](#)]

**Mark Zuckerberg's Chan Zuckerberg Initiative Claims To Be "Committed To Doing Our Part To Dismantle Systemic Racism And Inequality."** "Our work on diversity, equity, and inclusion (DEI) begins at home. At the Chan Zuckerberg Initiative, we are committed to doing our part to dismantle systemic racism and inequality and to champion equitable opportunities—both in our external work and internally at CZI." [Chan Zuckerberg Initiative, accessed [10/05/21](#)]

**The Chan Zuckerberg Initiative Claims A Commitment To "Centering Racial Equity Across All Of Our Initiatives" And Has Touted A \$500 Million Commitment To Support Efforts "Addressing Racial Equity, Diversity And Inclusion."** "Racial equity cannot be a siloed goal. As we work to build a better future for everyone, CZI is committed to centering racial equity across all of our initiatives as well as supporting partners directly working within the equity and inclusion ecosystem. Here's a summary of where we've invested as part of our initial \$500 million commitment over the next five years to support organizations and leaders addressing racial equity, diversity and inclusion. CZI is committed for the long-term and we are just getting started." ["DEI Funding," Chan Zuckerberg Initiative, accessed [10/05/21](#)]

**United Airlines' Senior Vice President Of Government Affairs And Global Public Policy Is On The U.S. Chamber's Board, Yet The Company Has Claimed It Supports Programs "To Fight Systemic Racism" And "Amplify The Voices Of Marginalized People," In Addition To Touting Its Black Lives Matter Pin As "A Tangible Example Of Our Steadfast Commitment To Ending Systemic Racism."**

The U.S. Chamber's Board Of Directors Includes United Airlines Senior Vice President Of Government Affairs & Global Public Policy Terri Fariello. [U.S. Chamber of Commerce, accessed [09/13/21](#)]

**United Airlines Has Claimed That It Supports "Programs Designed To Fight Systemic Racism And Programs That Amplify The Voices Of Marginalized People."** "As we strive toward that momentous milestone, we continue to [break down barriers and promote inclusion](#). We are doing our part to create a world where acceptance and appreciation of everyone is the norm. We support programs designed to fight systemic racism and programs that amplify the voices of marginalized people, including [veterans](#), the [LGBTQ+ community](#), and those with physical and intellectual disabilities." [United Airlines, accessed [10/22/21](#)]

**United Airlines Has Offered A Black Lives Matter Pin, Claiming It Was A "Tangible Example Of Our Steadfast Commitment To Ending Systemic Racism."** "As a company with a shared purpose of connecting people and uniting the world, we're proud to stand firmly in support of racial equality. This pin is one tangible example of our steadfast commitment to ending systemic racism and ensuring that our Black colleagues, customers and communities feel safe and are treated with dignity and respect. We'll be donating proceeds from the sale of the pins to My Block, My Hood, My City, a nonprofit that helps Black teenagers in the Chicago area broaden their horizons by exposing them to possibilities and experiences beyond their own communities." [United Airlines, accessed [10/05/21](#)]



[United Airlines, accessed [10/05/21](#)]

**United Airlines Promoted Its Black Lives Matter Pin On Twitter, Stating It Had Raised Over \$37,000 For Nonprofits Helping "Underprivileged Youth."**



United Airlines ✓  
@united

...

Since its launch last summer, our Black Lives Matter pin has raised over \$37,000 for My Block, My Hood, My City (@mbmhmc), a nonprofit that provides underprivileged youth with an awareness of the world and opportunities beyond their neighborhood.  
[uaflly.co/3s7kgkI](https://uaflly.co/3s7kgkI)



10:00 AM · Feb 26, 2021 · Twitter Web App

[Tweet by United Airlines, 02/26/21, accessed [10/05/21](#)]



**A U.S. Bank Executive Is On The Chamber's Board, Yet The Company Committed \$116 Million To "Address Social And Economic Inequities" While Its CEO Said, "We Have To Create Opportunities That Bridge Gaps, That Generate Economic Prosperity, And That Allow People To Achieve Their Potential."**

U.S. Bank Executive Vice President and Head of Strategy, Corporate and Commercial Banking Elliot J. Jaffee Is On The U.S. Chamber's Board Of Directors. [U.S. Chamber of Commerce, accessed [09/13/21](#)]

June 2020: "U.S. Bank Commits \$116 Million To Address Social And Economic Inequities" [U.S. Bank, [06/05/20](#)]

Following The Unrest Over George Floyd's Murder, U.S. Bank Announced "Several Investments And Initiatives To Bridge Social And Economic Gaps And Enhance Opportunity For People Of Color." "In response to the George Floyd tragedy and the resulting protests and civil unrest throughout the United States, U.S. Bank today announced several investments and initiatives to bridge social and economic gaps and enhance opportunity for people of color." [U.S. Bank, [06/05/20](#)]

U.S. Bank Chairman, President, And CEO Andy Cecere Said, "We Have To Create Opportunities That Bridge Gaps, That Generate Economic Prosperity, And That Allow People To Achieve Their Potential." "George Floyd's life had meaning and purpose. We need to do what we can to give the heartbreak that has followed meaning and purpose, as well," [U.S. Bank Chairman, President, and CEO Andy] Cecere said. "If we are truly going to draw strength from diversity, we have to do better. We have to create opportunities that bridge gaps, that generate economic prosperity, and that allow people to achieve their potential." [U.S. Bank, [06/05/20](#)]

**One Of Steptoe & Johnson's Members Is On The U.S. Chamber's Board, Yet The Company Has Claimed It "Stands With Those Committed To Help End Systemic And Overt Racism In Our Society" And Vowed "Action" In Showing Their Commitment.**

The U.S. Chamber's Board Of Directors Includes Steptoe & Johnson Member Kathy G. Beckett. [U.S. Chamber of Commerce, accessed [09/13/21](#)]

Following The Murder George Floyd, Steptoe Claimed It "Stands With Those Committed To Help End Systemic And Overt Racism In Our Society," Adding It Would Respond "Not Just With Words Of Comfort, But Also With Action." "Steptoe stands with those committed to help end systemic and overt racism in our society. Recognizing that many of us cannot easily imagine or fully experience the fear, exhaustion, and frustration that people of color feel every day, we will attempt to listen well to your voices, and respond not just with words of comfort, but also with action." [Steptoe, accessed [10/05/21](#)]

- **HEADLINE: Statement on the Death of George Floyd and the Ensuing Protests** [Steptoe, accessed [10/05/21](#)]

**Steptoe Added, "Lawyers Have A Special Responsibility To Redress Injustice And Unfairness."**

"Lawyers have a special responsibility to redress injustice and unfairness, and there is much more we can do to ensure justice and fairness. We can make the world a better place. We hear you and we will act." [Steptoe, accessed [10/05/21](#)]



**10 Major CEOs Who Have Touted Racial Equity Efforts—including Those Of Walmart, J&J, General Motors, JPMorgan, Target, And Microsoft—are Members Of The Exclusive Business Roundtable, Which Referred To The Build Back Better Bill As "Troubling" And Prepared A "Significant Multifaceted Campaign" Against Its Tax Increases, Even As The Group Touted Its Efforts In "Advancing Racial Equity And Justice."**

**The Business Roundtable, Which "Exclusively Represents" CEOs Of Major Corporations, Called The Build Back Better Bill "'Troubling"' As It Prepared "'A Significant, Multifaceted Campaign"' Against Tax Increases In The Plan.**

**The Business Roundtable—Which Represents Large Corporate Executives, Including The CEOs Walmart And Apple—Is Preparing To Fight The Package's Corporate Tax Increases.** "Other opponents include the Business Roundtable, whose board counts the chief executives from Apple and Walmart. The group similarly is preparing to fight corporate tax increases, which Democrats hope will fund their vast new spending." [The Washington Post, [08/31/21](#)]

- **The Business Roundtable's Spokesperson Said It Was Preparing "'A Significant, Multifaceted Campaign"' Against The Tax Increases.** "Jessica Boulanger, a spokeswoman for the Business Roundtable, said in a statement it is engaged in 'a significant, multifaceted campaign' to stop tax hikes and would 'continue to ramp up our efforts in the coming weeks.'" [The Washington Post, [08/31/21](#)]

**August 2021: The Business Roundtable President And CEO Joshua Bolten Called The \$3.5 Trillion Budget Resolution "'Troubling"' As He Claimed It Would "'Dramatically"' Increase Inflation And Undermine The Pandemic Recovery.** "Business Roundtable President & CEO Joshua Bolten today issued the following statement on the Senate budget resolution: [...] 'But a \$3.5 trillion budget resolution on top of this extraordinary spending is troubling. If the massive new spending contemplated in the proposed budget resolution were to materialize, inflation risks would increase dramatically, undermining recovery. In the longer term, a permanent \$3.5 trillion increase in federal spending – and corresponding tax increases on American businesses – would impose a substantial debt burden on all Americans or dramatically undermine the competitiveness of the U.S. economy, and more likely do both.'" [The Business Roundtable, [08/10/21](#)]

**Bolten Claimed The Tax Increases In The \$3.5 Trillion Package Would "Counteract" The Bipartisan Infrastructure Package's Benefits.** "'Today's passage of a comprehensive infrastructure bill was a significant achievement made possible by bipartisan cooperation and compromise. As the Senate considers the budget resolution, Business Roundtable is deeply concerned about potential tax increases on U.S. job creators that would counteract the benefits of infrastructure investment. America needs prudent economic policies that boost, not undermine, the recovery, new job creation and long-term U.S. economic growth.'" [The Business Roundtable, [08/10/21](#)]

**The Business Roundtable "Exclusively Represents" The CEOs Of "America's Leading Companies."** "Business Roundtable exclusively represents chief executive officers (CEOs) of America's leading companies. These CEO members lead companies with 20 million employees and more than \$9 trillion in annual revenues." [The Business Roundtable, accessed [09/13/21](#)]

**May 2020: The Business Roundtable Issued A Statement On Its Member CEOs Standing Against "Racial Injustice," Noting They Are "Deeply Concerned About The Racial Bias That Continues To Plague Our Society."**

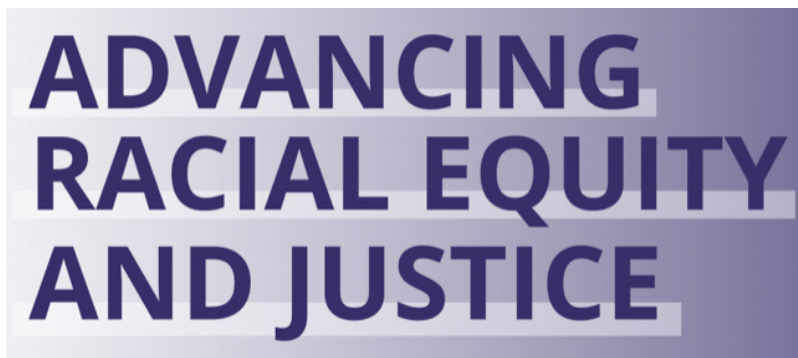
**May 2020: The Business Roundtable Issued A Statement Titled, "Business Roundtable CEOs Stand Against Racial Injustice"** [Business Roundtable, [05/30/20](#)]

**The Business Roundtable Statement Said Its CEOs "'Are Deeply Concerned About The Racial Bias That Continues To Plague Our Society'" And Called On Leaders To "'Take Urgent, Thoughtful Action.'"**

"On behalf of the CEO members of Business Roundtable, the organization released the following statement: [...] As the employers of more than 15 million individuals of all backgrounds, whose diversity strengthens our institutions, Business Roundtable CEOs are deeply concerned about the racial bias that continues to plague our society. At a time of great uncertainty, when communities of color are facing deep inequities, now is a time for unity and justice. We call on national, local and civic leaders to take urgent, thoughtful action to prevent future tragedies and to help our communities heal." [Business Roundtable, [05/30/20](#)]

**The Business Roundtable Has A Page On "Advancing Racial Equity And Justice" Where It "Commits To Break Down Barriers To Economic Opportunity" And Details The Racial Wealth Gap And Disparities In Housing, Education, Health, And Finance.**

The Business Roundtable Has A Page Dedicated To "Advancing Racial Equity And Justice":



[Business Roundtable, accessed [10/05/21](#)]

The Business Roundtable Has Claimed A "Commit[ment] To Break[ing] Down Barriers To Economic Opportunity," Noting That "Communities Of Color Are Bearing A Disproportionate Burden, Widening An Already Large Racial Divide In America":



**Business Roundtable Commits to Break Down Barriers to Economic Opportunity**

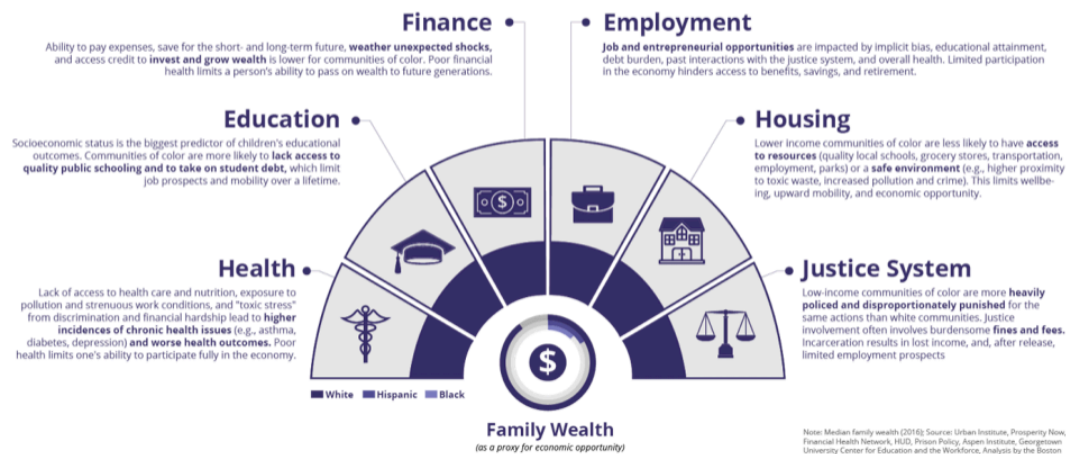
**Turning crisis into action**

Americans have faced multiple crises in 2020 – a global pandemic that has killed hundreds of thousands, an economic recession with high unemployment and nationwide unrest over continued killings of unarmed Black men and women. Every American has been challenged by the events of this year but not equally; communities of color are bearing a disproportionate burden, widening an already large racial divide in America.

[Business Roundtable, accessed [10/05/21](#)]

The Business Roundtable Included Racial Disparities In Housing, Education, Health, And Finance As Contributors To Systemic Inequality And The "Widening" Racial Wealth Gap:

## Racial disparities in economic opportunity limit access to the key enablers for promoting wellbeing and prosperity

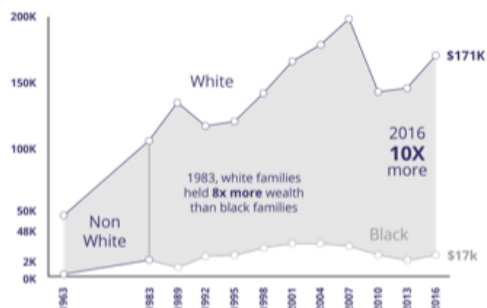


[Business Roundtable, accessed [10/05/21](#)]

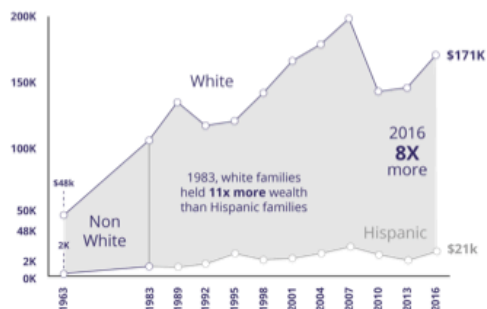
### Business Roundtable recognizes that economic opportunity is a leading determinant for wellbeing

*The racial wealth gap is widening...*

Median Family Wealth by for Black households



Median Family Wealth by for Hispanic households



[Business Roundtable, accessed [10/05/21](#)]

**The Business Roundtable Claimed That Its Member CEOs "Will Continue To Engage With Policymakers At The Federal, State And Local Level" To Advocate For Policy Changes To Close Racial Disparities.** "Business Roundtable member CEOs are stepping forward to make philanthropic investments, update employment practices and innovate within their businesses. Business Roundtable CEOs are also identifying and actively supporting key policy changes that would advance racial equity and close racial

disparities and will continue to engage with policymakers at the federal, state and local level to advocate for these changes." [Business Roundtable, accessed [10/05/21](#)]

## **Business Roundtable's Chairman, The CEO Of Walmart, Wrote An Op-Ed On The Group's Plans For Addressing Inequity, Noting That "The Weight Of Institutions And Structures In Which Systemic Inequity And Injustice Are Engrained" Were Factors In George Floyd's Murder.**

The Business Roundtable's Chairman And Walmart CEO Doug McMillon Wrote An Op-Ed In USA Today On The "Collective Plans Of 208 Business Roundtable CEOs For Addressing Racial Inequity And Injustice." "Doug McMillon share the collective plans of 208 Business Roundtable CEOs for addressing racial inequity and injustice in an op-ed in USA Today." [Business Roundtable, accessed [10/05/21](#)]

- **Walmart President And CEO Doug McMillon Is The Chairman Of The Business Roundtable's Board Of Directors.** [Business Roundtable, accessed [10/05/21](#)]

McMillon's Op-Ed Stated "The Weight Of Institutions And Structures In Which Systemic Inequity And Injustice Are Engrained" Were Among The "Forces At Work" Behind George Floyd's Murder. "What I've come to realize is that it wasn't just the physical weight of the officer that killed George Floyd. The forces at work were much greater. Behind the weight of the man was the weight of society — the weight of institutions and structures in which systemic inequity and injustice are engrained. The weight that killed George Floyd also was the weight of history — 400 years of discrimination against Blacks in this country. Together, these forces conspired to crush him. That weight needs to be lifted." [USA Today, [10/15/20](#)]

McMillon Said That The Business Roundtable's 208 Member CEOs Worked To Develop Policies And Corporate Initiatives To "Advance Racial Equity And Justice." "But it's clear we need to do more. It's also clear that we, alone, can't accomplish what has to be done. It will take broad cooperation of leaders from every sector of society working together to create a force sufficient enough to bring about the necessary change. So that's what we're doing. For our part, 208 of the largest companies in America, members of Business Roundtable, have come together to join their efforts. As part of that work, in June, the Roundtable established a special committee to develop policy proposals and corporate initiatives designed to advance racial equity and justice." [USA Today, [10/15/20](#)]

McMillon Claimed The Business Roundtable's Member CEOs "Concentrated Our Efforts As Large Employers On Six Areas To Close The Economic Opportunity Gap," Including Federal Investments In Early Education And The Digital Divide. "Although racial inequities cut across socioeconomic groups, we've concentrated our efforts as large employers on six areas to close the economic opportunity gap. In addition to justice and health, we will endorse increased federal investments in early childhood education and in measures to address the digital divide." [USA Today, [10/15/20](#)]

The Business Roundtable Features Several News Items About Walmart's "Leadership In Action," Including Its \$100 Million Commitment To Establish A Racial Equality Center, Its \$14 Million Donation To "Advance Racial Equality," And Its "First-Ever" Mid-Year Diversity Report:

## LEADERSHIP IN ACTION ON RACIAL EQUITY AND JUSTICE

Business Roundtable CEOs are committed to advancing racial equity and justice through thoughtful action.

Read examples of what business is doing:

Walmart commits \$100 million over five years to launch new center on racial equality

Walmart donates \$14 million as part of broader pledge to advance racial equality

Walmart releases first-ever mid-year Diversity and Inclusion report; pledges to release reports twice per year

[Business Roundtable, accessed [10/05/21](#)]

## **The Business Roundtable Features Johnson & Johnson's Chairman And CEO's Statement That "We All Have The Opportunity To Change The Status Quo" On Racial Equity.**

**The Business Roundtable's Racial Equity Page Features Johnson & Johnson's Chairman And CEO Alex Gorsky's Statement That "We All Have The Opportunity To Change The Status Quo":**

### **CEO PERSPECTIVES ON RACIAL EQUITY & JUSTICE**

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"We all have the opportunity to change the status quo—and business leaders across all sectors of the economy understand that change begins at home. That means doing all we can to make our companies as diverse and inclusive as possible, while ensuring accountability with measurable results. It is our responsibility to create opportunities for people of all backgrounds, and by prioritizing diversity and inclusion we can better our companies and our country."

**Alex Gorsky**

Chairman of the Board & CEO, **Johnson & Johnson**

Chair, **Business Roundtable Corporate Governance Committee**

[Business Roundtable, accessed [10/05/21](#)]

- **Johnson & Johnson's Chairman And CEO Is Also The Chair Of The Business Roundtable's Corporate Governance Committee.** [Business Roundtable, accessed [10/05/21](#)]

**The Business Roundtable Features Several News Items About Johnson & Johnson's "Leadership In Action," Including Its "\$10 Million Commitment To Fight Racial Injustice, And The Launch Of A Platform To "Eliminate Health Inequities For Black People":**

## **LEADERSHIP IN ACTION ON RACIAL EQUITY AND JUSTICE**

Business Roundtable CEOs are committed to advancing racial equity and justice through thoughtful action.

Read examples of what business is doing:



Johnson & Johnson CEO  
Alex Gorsky launches \$10  
million commitment to fight  
racial injustice

Johnson & Johnson  
launched a platform that  
aims to eliminate health  
inequities for Black people

[Business Roundtable, accessed [10/05/21](#)]

### **The Business Roundtable Features General Motors' Chairman And CEO's Statement That "We Support Policy Actions" To Advance Equity By Easing Student Debt, Increasing Access To Early And General Education, And Supporting Minority-Serving Institutions.**

The Business Roundtable's Racial Equity Page Features General Motors' Chairman And CEO Mary Barra's Statement That "We Support Policy Actions That Ease Student Debt Burdens, Increase Access To Affordable Pre-K And K-12 Education, And Increase Federal Support For HBCUs And Other Minority-Serving Institutions":

#### **CEO PERSPECTIVES ON RACIAL EQUITY & JUSTICE**

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"It is clear that equity in education and quality childcare are two critical components to ensuring a successful future for students of color. And we know that a diverse and inclusive workplace is also crucial to business success. It creates a strong workforce and promotes fresh, innovative thinking. As business leaders, we are collectively opening new paths to jobs and career advancement by reviewing our hiring and promoting practices. We support policy actions that ease student debt burdens, increase access to high quality and affordable pre-K and K-12 education, and increase federal support for HBCUs and other minority-serving institutions."

**Mary Barra**

Chairman & CEO, **General Motors**

Chair, **Business Roundtable Racial Equity and Justice Subcommittee on Education and Workforce**

[Business Roundtable, accessed [10/05/21](#)]

- **General Motors Chairman And CEO Is Also The Chair Of The Business Roundtable's Racial Equity And Justice Subcommittee On Education And Workforce.** [Business Roundtable, accessed [10/05/21](#)]

The Business Roundtable Features Several News Items About General Motors' "Leadership In Action," Including Its \$10 Million To Back Inclusion And Racial Justice Organizations And The Establishment Of Its Inclusion Advisory Board:

# LEADERSHIP IN ACTION ON RACIAL EQUITY AND JUSTICE

Business Roundtable CEOs are committed to advancing racial equity and justice through thoughtful action.

Read examples of what business is doing:

General Motors CEO Mary Barra commissions Inclusion Advisory Board

General Motors designates \$10 million to support organizations which promote inclusion and racial justice

[Business Roundtable, accessed [10/05/21](#)]

## **The Business Roundtable Features JPMorgan Chase's Chairman And CEO's Statement That "The Racial Wealth Divide Is A Result Of Centuries Of Policies And Systems" And The Bank's Pledge Of "\$30 Billion To Advance Racial Equity."**

The Business Roundtable's Racial Equity Page Features JPMorgan Chase & Co.'s Chairman And CEO Jamie Dimon's Statement That "The Racial Wealth Divide Is A Result Of Centuries Of Policies And Systems That Have Significantly Curtailed Opportunity And Wealth Creation For Black And Latinx People":

### CEO PERSPECTIVES ON RACIAL EQUITY & JUSTICE

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"The racial wealth divide is a result of centuries of policies and systems that have significantly curtailed opportunity and wealth creation for Black and Latinx people. We have a historic opportunity to rebuild our nation to be more equitable for all."

**Jamie Dimon**

Chairman & CEO, JPMorgan Chase & Co.

Chair, Business Roundtable Racial Equity and Justice Subcommittee on Finance

[Business Roundtable, accessed [10/05/21](#)]

- **Jamie Dimon Is Also Chair Of The Business Roundtable's Racial Equity And Justice Subcommittee On Finance.** [Business Roundtable, accessed [10/05/21](#)]

The Business Roundtable Features Several News Items About JPMorgan Chase's "Leadership In Action," Including "\$30 Billion To Advance Racial Equity" And An Effort To Help More Than 1,000 Black And Latinx Men Access Economic Opportunity:

# LEADERSHIP IN ACTION ON RACIAL EQUITY AND JUSTICE

Business Roundtable CEOs are committed to advancing racial equity and justice through thoughtful action.

Read examples of what business is doing:

JPMorgan Chase commits \$30 billion to advance racial equity

JPMorgan Chase expands The Fellowship Initiative to help more than 1,000 young Black and Latinx men in U.S. cities access economic opportunity

JPMorgan partners with College to Congress to support increased voting and political engagement

[Business Roundtable, accessed [10/05/21](#)]

## **The Business Roundtable Features Marriott International's President And CEO's Statement That COVID-19 Worsened Health Inequities, Which Were Exacerbated By "Environmental, Social And Economic" Inequalities.**

The Business Roundtable's Racial Equity Page Features Marriott International's President And CEO Arne Sorenson's Statement That COVID-19 Has "Exacerbated Inequities In Health" And "A Number Of Factors – Environmental, Social And Economic – That Determine Health Outcomes":

### CEO PERSPECTIVES ON RACIAL EQUITY & JUSTICE

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"The COVID-19 pandemic has exacerbated inequities in health and has had a disproportionate impact on communities of color. Higher incidences of underlying chronic health issues, including asthma, diabetes and hypertension, have compounded its effects on Black Americans and other communities of color. While the pandemic is unprecedented, sadly these health disparities are not new. There are a number of factors – environmental, social and economic – that determine health outcomes. As employers, we're members of the communities where we operate, and we will work with government at all levels to help achieve better and more equitable health care and outcomes."

**Arne Sorenson**  
President & CEO, Marriott International  
Chair, Business Roundtable Health & Retirement Committee

[Business Roundtable, accessed [10/05/21](#)]

## **The Business Roundtable Features Bank Of America's Chairman And CEO's Statement That "Underlying Economic And Social Disparities That Exist Have Accelerated And Intensified During The Global Pandemic" And Notes The Bank's Billions Of Dollars To Support Equity Efforts.**

## **The Business Roundtable's Racial Equity Page Features Bank Of America's Chairman And CEO Brian Moynihan's Statement That "Underlying Economic And Social Disparities That Exist Have Accelerated And Intensified During The Global Pandemic."**

### CEO PERSPECTIVES ON RACIAL EQUITY & JUSTICE

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"Underlying economic and social disparities that exist have accelerated and intensified during the global pandemic. The events of the past week have created a sense of true urgency that has arisen across our nation, particularly in view of the racial injustices we have seen in the communities where we work and live. We all need to do more."

**Brian Moynihan**

Chairman of the Board & CEO, **Bank of America**

[Business Roundtable, accessed [10/05/21](#)]

## **The Business Roundtable Features Several News Items About Bank Of America's "Leadership In Action," Including Its "\$2 Billion Equality Progress Sustainability Bond," Its "Black Information Network," And Its \$1 Billion Commitment For "Economic Opportunity Initiatives":**

### LEADERSHIP IN ACTION ON RACIAL EQUITY AND JUSTICE

Business Roundtable CEOs are committed to advancing racial equity and justice through thoughtful action.

Read examples of what business is doing:

Bank of America issues \$2 billion Equality Progress Sustainability Bond to support efforts advancing racial equity

Bank of America launches the Black Information Network to bolster Black voices in media

Bank of America announces \$1 billion, 4-year commitment to support economic opportunity initiatives

[Business Roundtable, accessed [10/05/21](#)]

## **The Business Roundtable Features Wells Fargo's President And CEO's Statement That "I Can Commit That Our Company Will Do All We Can To Support Our Diverse Communities" And Its Millions Of Dollars To Support Black Businesses And Lenders.**

The Business Roundtable's Racial Equity Page Features Wells Fargo CEO And President Charles Scharf's Statement That "I Can Commit That Our Company Will Do All We Can To Support Our Diverse Communities":

## CEO PERSPECTIVES ON RACIAL EQUITY & JUSTICE

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"I can commit that our company will do all we can to support our diverse communities and foster a company culture that deeply values and respects diversity and inclusion."

**Charles Scharf**

CEO & President, **Wells Fargo**

[Business Roundtable, accessed [10/05/21](#)]

**The Business Roundtable Features Several News Items About Wells Fargo's "Leadership In Action," Including Its \$13.5 Million To The "Expanding Black Business Credit Initiative," Its "\$50 Million Pledge To Support Minority-Focused Lenders," And Its Policy Of Tying Executive Pay To Racial Diversity Efforts:**

## LEADERSHIP IN ACTION ON RACIAL EQUITY AND JUSTICE

Business Roundtable CEOs are committed to advancing racial equity and justice through thoughtful action.

Read examples of what business is doing:

Wells Fargo awards \$13.5 million grant to the Expanding Black Business Credit initiative

Wells Fargo is making equity investments in Black-owned banks as part of their broader \$50 million pledge to support minority-focused lenders

Wells Fargo ties senior executive pay to improving racial diversity

[Business Roundtable, accessed [10/05/21](#)]

**The Business Roundtable Features Microsoft's CEO's Support For "Addressing Racial Injustice And Inequity" And The Company's "Multi-Million Dollar Investments To Promote Racial Equity."**

**The Business Roundtable's Racial Equity Page Features Microsoft CEO Satya Nadella's Statement In Support Of Steps To "Support Addressing Racial Injustice And Inequity":**



## CEO PERSPECTIVES ON RACIAL EQUITY & JUSTICE

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"Microsoft supports the recommendations released today, which include meaningful steps across a range of industries to support addressing racial injustice and inequity. We believe technology has a role to play in this effort and are making commitments to drive change within Microsoft, across our ecosystem and in our communities, focused on transforming our culture, expanding access to skills, affordable broadband, and ensuring modern and thriving community financial institutions."

**Satya Nadella**  
CEO, Microsoft

[Business Roundtable, accessed [10/05/21](#)]

**The Business Roundtable Features Several News Items About Microsoft's "Leadership In Action," Including Its "Multi-Million Dollar Investments To Promote Racial Equity" And Its Contributions To A \$25 Million Investment In Minority-Owned Businesses:**

### LEADERSHIP IN ACTION ON RACIAL EQUITY AND JUSTICE

Business Roundtable CEOs are committed to advancing racial equity and justice through thoughtful action.

Read examples of what business is doing:

Microsoft pledges multi-million dollar investments to promote racial equity in its company, its suppliers and nationwide

SWS and Microsoft invest \$25M in minority-owned businesses

[Business Roundtable, accessed [10/05/21](#)]

**The Business Roundtable Features Target's Chairman And CEO's Statement Backing Efforts To "Address Inequity In The Employment, Financial, Education, Health, Housing And Criminal Justice Systems" And Target's \$10 Million For Social Justice Efforts.**

**The Business Roundtable's Racial Equity Page Features Target Chairman & CEO Brian Cornell's Statement That "We Recognize That The Fight To Advance Racial Equity And Justice Needs Organizations To Commit To Change" And That Working With Organizations Will Help To "Address Inequity In The Employment, Financial, Education, Health, Housing And Criminal Justice Systems":**

## CEO PERSPECTIVES ON RACIAL EQUITY & JUSTICE

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"At Target, we recognize that the fight to advance racial equity and justice needs organizations to commit to change, lead where they can and learn from each other. We worked closely with other leading companies to contribute our expertise in areas where Target has been focused for years, including pay equity, expanded disclosure of diversity data and more. We're certain that working with other organizations to address inequity in the employment, financial, education, health, housing and criminal justice systems will help provide the lasting positive impact our team, guests and communities have called out for so clearly. And we encourage others to take action, knowing that a united effort is critical for advancing racial equity and justice in our country."

**Brian Cornell**

Chairman & CEO, Target

[Business Roundtable, accessed [10/05/21](#)]

**The Business Roundtable Features Several News Items About Target's "Leadership In Action," Including Its \$10 Million For "Rebuilding Efforts And Advancing Social Justice":**

### LEADERSHIP IN ACTION ON RACIAL EQUITY AND JUSTICE

Business Roundtable CEOs are committed to advancing racial equity and justice through thoughtful action.

Read examples of what business is doing:

Target commits \$10 million and ongoing resources for rebuilding efforts and advancing social justice

Target creates online badge to identify Black-owned brands on its site

Target plans to increase representation of Black team members across the company by 20 percent over three years

[Business Roundtable, accessed [10/05/21](#)]

**The Business Roundtable Features Mastercard's CEO's Claim That "We Have An Obligation As Corporate Citizens To Level The Playing Field," The Company's \$500 Million Pledge To Help Close The Racial Wealth Gap, And Its Work To Define "A Truly Inclusive Economy."**

**The Business Roundtable's Racial Equity Page Features Mastercard CEO Ajay Banga's Statement That "We Have An Obligation As Corporate Citizens To Level The Playing Field, Make Sure The World Works For Everyone And To Be Part Of The Positive Change Black Communities Should Have Had Years Ago."**

## CEO PERSPECTIVES ON RACIAL EQUITY & JUSTICE

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"This is a time for action. A world that works for only a few will eventually not work for anyone. We have an obligation as corporate citizens to level the playing field, make sure the world works for everyone and to be part of the positive change Black communities should have had years ago. For us at Mastercard, this is about connecting people to the resources they need to start their own businesses, learn how to grow those businesses, helping them to provide for their families and to participate in the formal economy. This is also about creating second chances for people who've taken a step off their path, but also—importantly—creating first chances for those who have traditionally been left out or left behind."

**Ajay Banga**  
CEO, Mastercard

[Business Roundtable, accessed [10/05/21](#)]

**The Business Roundtable Features Several News Items About Mastercard's "Leadership In Action," Including Its Partnership To Define "A Truly Inclusive Economy," Its \$5 Million To The National Urban League, And Its \$500 Million Pledge To Help Close The "Racial Wealth And Opportunity Gap For Black Communities":**

## LEADERSHIP IN ACTION ON RACIAL EQUITY AND JUSTICE

Business Roundtable CEOs are committed to advancing racial equity and justice through thoughtful action.

Read examples of what business is doing:

The Centre for Public Impact--a Boston Consulting Group foundation--partnered with the Mastercard Center for Inclusive Growth to define the ideal outcomes of a truly inclusive economy and identify specific actions that both businesses and governments as well as the civic sector can take to drive change.

Mastercard is partnering with Georgetown University Law Center's Innovative Policing Program to train and support U.S. law enforcement agencies committed to building a culture of peer intervention that prevents harm

MasterCard makes \$5 million donation to National Urban League, initiates company-wide dialogues on inclusion

Mastercard pledges \$500 million to help close racial wealth and opportunity gap for Black communities across America

[Business Roundtable, accessed [10/05/21](#)]

**10 Major Pharmaceutical Corporations—including Merck, Eli Lilly, GlaxoSmithKline, And AstraZenca—Were Among PhRMA's Board And Leadership As It Ran Ads Against The \$3.5 Trillion Reconciliation Package And Hypocritically Declared "Systemic Racism Is As Real As Any Disease."**

**PhRMA, The "Top Trade Group" Of The Pharmaceutical Industry, Opposes The Reconciliation Package—The Group Ran Ads Against The Package And Has Spent More Than \$15 Million On Lobbying This Year.**

**The Pharmaceutical Industry's "Top Trade Group" PhRMA Has Run Ads Against The Package, Claiming It Would Have Worsened The Pandemic.** "And the pharmaceutical industry has embarked on its own wide-ranging campaign to combat Democrats' drug pricing proposals, another potential revenue source in the bill. Conservative outfits previously backed by the sector's top trade group, known as PhRMA, have run recent ads claiming lawmakers' plans would have worsened the coronavirus pandemic." [The Washington Post, [08/31/21](#)]

- **A PhRMA Spokesperson Said The Group Opposed Democrats' Drug Pricing Reforms, Suggesting They Were "Empty Promises That Will Do More Harm Than Good."** "Brian Newell, a spokesman for PhRMA, stressed that the group supports general pricing reforms — just not the ideas Democrats are

pursuing. 'The industry is willing to come to the table and do its fair share to help deliver real relief to patients at the pharmacy, not empty promises that will do more harm than good,' he said in a statement." [The Washington Post, [08/31/21](#)]

- **PhRMA Has Spent More Than \$15 Million On Lobbying This Year.** "To raise its voice, PhRMA has poured more than \$15 million into lobbying Washington this year, its federal disclosures show." [The Washington Post, [08/31/21](#)]

### **PhRMA Has Prominently Claimed That "Systemic Racism Is As Real As Any Disease" And That Its Member Companies "Are Pushing For Necessary, Positive And Long-Term Systemic Change."**

PhRMA: "Systemic Racism Is As Real As Any Disease":



[PhRMA, accessed [10/06/21](#)]

PhRMA Has Issued "An Open Letter on Equity":



## **An Open Letter on Equity**

[PhRMA, accessed [10/06/21](#)]

**PhRMA's Open Letter, Said "Our Companies Are Pushing For Necessary, Positive And Long-Term Systemic Change."** "At America's biopharmaceutical companies, innovation is critical to the work we do for patients. But innovation isn't just critical to researching and developing medicines - it is also important to how we do business and how we show up in the world of health care. In the wake of important and timely conversations surrounding diversity, equity, and inclusion in all spaces across America, our companies are pushing for necessary, positive and long-term systemic change to better meet the needs of people as we seek to fulfill our duty as developers of innovative medicines." [PhRMA, accessed [10/06/21](#)]

**PhRMA Claimed It Is "Investing In Black And Brown America By Creating Pathways To Our Industry," Including Investing In Science And STEM Education "From Grade School To Graduate School."** "We are investing in Black and Brown America by creating pathways to our industry for people from all



backgrounds. This means building on investments in the sciences and STEM education, from grade school to graduate school. And it means diversifying our business practices so that we open the economic engine of our industry to all communities." [PhRMA, accessed [10/06/21](#)]

**PhRMA Also Claimed It Is "Focused On Actively Advancing Policy Solutions And Research That Address The Social Determinants Of Health."** "We are focused on actively advancing policy solutions and research that address the social determinants of health, so that we can better address health disparities that have long existed but that have been spotlighted by COVID-19." [PhRMA, accessed [10/06/21](#)]

**Merck's Executive Chairman Is On PhRMA's Board, Yet He Has Credited Efforts To Close The Racial Opportunity Gap For His Own Success And His Company Has Touted A "Commitment To The Black Community," Claiming Efforts In "Advancing Health Equity, Employment And More."**

**PhRMA's Board Of Directors Includes Merck & Co., Inc. Executive Chairman Ken Frazier.** [PhRMA, members, accessed [9/20/21](#)]

**Ken Frazier, "Big Pharma's Only African American CEO" As Of June 2020, Credited His Own Success To Policies That Helped Close The "Opportunity Gap" And Called On Businesses To Help Close Those Gaps.** "Merck CEO Ken Frazier—Big Pharma's only African American CEO—got the conversation started with a CNBC interview Monday morning. He said Floyd's treatment by police was 'clearly inhumane' and that his own life was put on a 'different trajectory' because he was bused to a predominately white high school, which helped close the 'opportunity gap.' He called on businesses to tackle those opportunity gaps that still exist for African Americans today." [Fierce Pharma, [06/03/20](#)]

**Merck Has A Page Dedicated To Its "Commitment To The Black Community," Touting Its Efforts In "Advancing Health Equity, Employment And More."** "Our commitment to the Black community [...] From clinical trials to jobs creation, here's how we're advancing health equity, employment and more within the Black community." [Merck, accessed [10/06/21](#)]

**Merck Claims That "Leading Executives And Employers" Are "Taking Action To Make Meaningful, Measurable And Lasting Systemic Impact On Racial And Economic Justice."** "In this moment when all Americans share an aspiration for economic opportunity, leading executives and employers across industries are taking action to make meaningful, measurable and lasting systemic impact on racial and economic justice and to create a more equitable society." [Merck, accessed [10/06/21](#)]

**Merck Claims That Beyond Its Pharmaceutical Work, Its "Mission Of Saving And Improving Lives" Extends To Its "Impact On The Community" And Helping To Close "The Opportunity Gap."** "Our mission of saving and improving lives goes beyond the important work we do creating medicines and vaccines. It also extends to our impact on the community, and in fulfilling that mission, we can also help efforts to close the opportunity gap." [Merck, accessed [10/06/21](#)]

**Genentech's CEO Is On PhRMA's Board, Yet He Has Written A Statement Titled "GENENTECH STANDS AGAINST INEQUITY AND INJUSTICE" And The Company Has Advocated For "Transforming Society" In Advancing Racial Equity Through Investments And Partnerships "Across Healthcare, Education, And Within All Communities."**

**PhRMA's Board Of Directors Includes Genentech CEO Alexander Hardy.** [PhRMA, members, accessed [9/20/21](#)]

**June 2020: Genentech CEO Alexander Hardy Wrote A Statement Titled "GENENTECH STANDS AGAINST INEQUITY AND INJUSTICE":**

# GENENTECH STANDS AGAINST INEQUITY AND INJUSTICE

JUN 2, 2020



**Alexander Hardy**

*Chief Executive Officer, Genentech, A Member of the Roche Group*

[Genentech, [07/02/20](#)]

**Hardy's Statement Said, "The Consequences Of Discrimination Are Far-Reaching And Acutely Evident In Every Aspect Of Our Lives," Noting The Black Community's Disproportionate Harm During The Pandemic—including Its "Significant Economic Hardship."** "The consequences of discrimination are far-reaching and acutely evident in every aspect of our lives, including and especially in connection with the current coronavirus pandemic. Black people and other communities of color continue to be devastated by disproportionate health impacts of COVID-19, including higher rates of infection, hospitalization, and mortality, as well as significant economic hardship." [Genentech, [07/02/20](#)]

**Hardy's Statement Noted Genentech's "Efforts To Advance Social Equity" And Systemic Inequality, But Said It Must Do More To "Take Action Against This Destructive Force In Our Society."** "Our company's efforts to advance social equity have been centered on our people, patients, and communities. We've worked hard to foster belonging for our employees, tackle racial disparities in clinical research, and forge partnerships in order to help spur societal transformation in the community. But it is painfully clear that we must do better as an organization, as individuals, and as a nation. Together we must acknowledge what's happening, speak up in allyship, and take action against this destructive force in our society." [Genentech, [07/02/20](#)]

**Hardy Said Genentech Should Commit To "Using Our Power, Privilege, And Resources To Advocate For Equity And Justice."** "For us, that means pushing harder to address the impacts of structural racism within our health care system. It means using our power, privilege, and resources to advocate for equity and justice." [Genentech, [07/02/20](#)]

**Hardly Pledged "To Increase Our Efforts Through Concrete Actions That Push This Crucial Work Forward."** "With the support of my colleagues across Genentech and the guidance and leadership of our Chief Diversity Officer, Quita Highsmith, I pledge to increase our efforts through concrete actions that push this crucial work forward." [Genentech, [07/02/20](#)]

**Genentech Has A Page Titled "Transforming Society" In Which It States That Advancing Diversity, Equity, And Inclusion "Requires Broad Societal Transformation" And Claims Investments And Partnerships " Across Healthcare, Education, And Within All Communities":**

Diversity & Inclusion / Transforming Society

## TRANSFORMING SOCIETY

[Genentech, accessed [10/06/21](#)]

- **Genentech Claims "Advancing Diversity, Equity, And Inclusion Is Challenging, Complex And Requires Broad Societal Transformation" And That It Is "Investing And Cultivating Partnerships Across Healthcare, Education, And Within All Communities."** "Advancing diversity, equity, and inclusion is challenging, complex and requires broad societal transformation. The kind of progress we want to see requires commitment and collaboration not just within but - importantly - beyond our walls. That's why we're investing and cultivating partnerships across healthcare, education, and within all communities." [Genentech, accessed [10/06/21](#)]

**Biogen's CEO Is On PhRMA's Board Of Directors, Yet He Has Claimed "Our Commitment To Equality And Justice Defines Us As An Organization And We Must Remain Steadfast To These Values Always," His Company Touts "Being Advocates For Marginalized Communities," And Another Biogen Executive Has Said, "Economic Empowerment Is Critical If We Want To Actually Address Systemic Racism And Inequity."**

PhRMA's Board Of Directors Includes Biogen CEO Michel Vounatsos. [PhRMA, members, accessed [9/20/21](#)]

**June 2020: Biogen CEO Michel Vounatsos Wrote "Our Commitment To Equality And Justice Defines Us As An Organization And We Must Remain Steadfast To These Values Always."** "I am committed to representing Biogen in the business community to acknowledge what African American and Black people and other victims of racial injustice are facing, and actively working to reduce bias in our workplaces and build inclusive communities. Our commitment to equality and justice defines us as an organization and we must remain steadfast to these values always." [LinkedIn Post by Michel Vounatsos, [06/03/20](#)]

**Biogen's Diversity, Equity, And Inclusion Page Includes A "Commitment To The Community" In Which The Company Claims To "Being Advocates For Marginalized Communities."** "Commitment to the Community [...] Biogen is deeply committed to furthering Diversity, Equity and Inclusion outside of its walls. From supporting underrepresented students in science, technology, engineering, and mathematics (STEM) to being advocates for marginalized communities, we seek opportunities to exemplify greater corporate social responsibility." [Biogen, accessed [10/06/21](#)]

**September 2020: Biogen Announced That It Would Deposit \$10 Million Into OneUnited Bank, "One Of The Nation's Largest Black-Owned Financial Institutions."** "The biotech company Biogen said this week that it will deposit \$10 million into Boston-based OneUnited Bank, one of the nation's largest Black-owned financial institutions, a move that the two companies hope will spur further corporate support for Black-owned businesses." [The Boston Globe, [09/04/20](#)]

**A Biogen Executive Said Of The \$10 Million Deposit, "Economic Empowerment Is Critical If We Want To Actually Address Systemic Racism And Inequity."** "But Chirfi Guindo, Biogen's executive vice president for global product strategy and commercialization, said in a statement that the company sees the financial move as more than a banking decision. 'Economic empowerment is critical if we want to actually address systemic racism and inequity,' Guindo said. 'For Biogen, this deposit is one of many ways we are delivering on our enhanced Diversity, Equity and Inclusion strategy.'" [The Boston Globe, [09/04/20](#)]

**Novartis' CEO Is In PhRMA's Leadership, Yet He Wrote "It's A Tragedy That Race-Related Violence And Systemic Injustice Remain With Us Still Today," While Novartis Has Acknowledged Racial "Disparities" In Healthcare.**

PhRMA's Leadership Includes Novartis CEO Vasant Narasimhan, Who Served As PhRMA's Treasurer. [PhRMA, members, accessed [9/20/21](#)]

**Novartis CEO Vasant Narasimhan Wrote "I Want To Clearly Say That Black Lives Matter" As He Stated, "It's A Tragedy That Race-Related Violence And Systemic Injustice Remain With Us Still Today."** "It's a tragedy that race-related violence and systemic injustice remain with us still today. [...] And as CEO but also as a father who wants to see my own kids grow up in a world that embraces diversity in every way, I want to clearly say that Black Lives Matter." [LinkedIn Post by Vas Narasimhan, accessed [10/06/21](#)]

**Narasimhan Continued, "Inside And Outside Novartis, We Will Continue Looking For Ways We Can Help Forge A Path To A Future In Which Communities Of Color Truly Know The Justice And Peace**

**They Deserve."** "Our diversity and Inclusion commitment lives at the heart of Novartis, and our team has been working diligently to support our associates. We are also providing support and resources to organizations that are actively working to bring about much-needed solutions. Inside and outside Novartis, we will continue looking for ways we can help forge a path to a future in which communities of color truly know the justice and peace they deserve." [LinkedIn Post by Vas Narasimhan, accessed [10/06/21](#)]

**June 2020: Novartis Issued A Statement Titled, "Standing for Racial Equity and Justice as One Novartis"** [Novartis, [06/15/20](#)]

**Novartis' Statement Said, "We Believe Unequivocally That Black Lives Matter" And "We Also Recognize The Disparities Black Communities And Communities Of Color Face When It Comes To Healthcare."** "We believe unequivocally that Black Lives Matter. As a company focused on improving human health globally, we also recognize the disparities Black communities and communities of color face when it comes to healthcare. Our teams are working to ensure our company is providing resources to external organizations, including the NAACP Empowerment Program, to support their core work on health equity." [Novartis, [06/15/20](#)]

**Gilead's Chairman And CEO Is On PhRMA's Board, Yet He Has Acknowledged The Company's "Potential To Make A Positive Impact" On Racial Inequity While The Company Has Touted Its Efforts To Achieve "Societal Change" Through Education And \$1 Million To "Organizations Fighting Social Injustice."**

**PhRMA's Board Of Directors Includes Gilead Sciences, Inc. Chairman And CEO Dan O'Day.** [PhRMA, members, accessed [9/20/21](#)]

**O'Day Said Of George Floyd's Murder, "All Of This Reminds Us That Racism, And The Injustices And Discrimination That Come With It, Are All Too Real In Our Society Today."** "Over the past days, the actions leading to the death of George Floyd and the protests across multiple cities have made this a time of deep pain and sadness. All of this reminds us that racism, and the injustices and discrimination that come with it, are all too real in our society today." [Gilead, [06/01/20](#)]

**O'Day Added That Gilead Has "The Potential To Make A Positive Impact For Our Employees And The Communities We Serve."** "As leaders and as a global company, we have the potential to make a positive impact for our employees and the communities we serve, and I will ensure we are constantly asking ourselves how we can do more to fulfill that responsibility." [Gilead, [06/01/20](#)]

**Gilead's Inclusion And Diversity Page Notes, "We Recognize We Cannot Address Racial Injustice Alone" And It Will Leverage Its Relationships With Organizations "Organizations Dedicated To Societal Change Through K-12 STEAM Education, Higher Education, Diversity Hiring And Leadership Development."** "Numerous business partners and organizational stakeholders exist in Gilead's ecosystem, including our supply chain and community partners. We recognize we cannot address racial injustice alone, and our engagement with these partners is critical to create meaningful impact. We will leverage our influence and the resources in our ecosystem to engage business partners in our supply chain and organizations dedicated to societal change through K-12 STEAM education, higher education, diversity hiring and leadership development." ["Stakeholders and Partners," Gilead, accessed [10/06/21](#)]

**Gilead Has Vowed To "Invest In Our Future And Address Racial Injustice In K-12 STEAM Education."** "We will invest in our future and address racial injustice in K-12 STEAM education in the communities where we work." ["Stakeholders and Partners," Gilead, accessed [10/06/21](#)]

**Gilead Has Touted Its Partnership With Its Black Employees Group To Donate \$1 Million To "Organizations Fighting Social Injustice" And Its \$1 Million Partnership To Build A Data Platform About "The Disparate Impact Of COVID-19 On Communities Of Color."** "We will significantly fund diversity sourcing to cast a wider net for top diverse talent, leverage external leadership development programs, and

partner with community organizations addressing racial injustice. To date, GLOBE has partnered with the company on a \$1 million donation to organizations fighting social injustice, and Gilead announced a \$1 million partnership with Morehouse School of Medicine to build a data platform about the disparate impact of COVID-19 on communities of color." ["Stakeholders and Partners," Gilead, accessed [10/06/21](#)]

- **GLOBE Is The Gilead Leadership Organization of Black Employees.** "Gilead Leadership Organization of Black Employees (GLOBE) is committed to promoting an inclusive and productive work environment by enhancing professional development and fostering a sense of community and cultural awareness." [Gilead, accessed [10/06/21](#)]

### **Eli Lilly's Chairman And CEO Is In PhRMA's Leadership, Yet He Has Said "Racial Injustice Still Exists And Our Country Is Crying Out For Real Change" While His Company And Its Foundation Have Pledged \$25 Million To Address "The Systemic Injustices In America," Including Education, Health, And "Social Mobility."**

PhRMA's Leadership Includes Eli Lilly And Company Chairman And CEO David Ricks. [PhRMA, members, accessed [9/20/21](#)]

June 2020: Eli Lilly CEO David Ricks Wrote, "Racial Injustice Still Exists And Our Country Is Crying Out For Real Change," Adding "We Are Committed To Get Into This Discussion, To Listen, Engage And Then Partner With Elected Officials, Community Leaders And Organizations To Advocate For Action":



davearicks ✓ It's no longer enough to express our empathy and outrage – racial injustice still exists and our country is crying out for real change. At Lilly, we recognize that solutions to complex problems require uncomfortable conversations. We are committed to get into this discussion, to listen, engage and then partner with elected officials, community leaders and organizations to advocate for action. #WeAreLilly

[Instagram Post by Dave Ricks, [06/03/20](#)]

June 2020: Eli Lilly And The Lilly Foundation Pledged \$25 Million And 25,000 Volunteer Hours Over Five Years "To Decrease The Burden Of Racial Injustice." "Eli Lilly and Company (NYSE: LLY) and the Lilly Foundation announced today a pledge of \$25 million and 25,000 volunteer hours over five years to decrease the burden of racial injustice and its effects on local and national communities of color." [Eli Lilly, [06/13/20](#)]

The Lilly Foundation's President Said, "'We Are Committed To Action In Addressing The Systemic Injustices In America That Disadvantage People Of Color Every Day'" And "'We're Confronting These Injustices With The Full Force Of Our Capabilities.'" "Lilly and the Lilly Foundation have a long history of standing beside our neighbors and communities," said Tiffany Benjamin, president of the Lilly Foundation. "We are committed to action in addressing the systemic injustices in America that disadvantage people of color every day, with a special responsibility to Indianapolis, home of our headquarters for 144 years. As with our



ongoing response to COVID-19, we're confronting these injustices with the full force of our capabilities.'" [Eli Lilly, [06/13/20](#)]

**Eli Lilly Said Its Grants Would "Focus On Exposing And Combatting Hard Truths About Racial Injustice And Making Grants To Improve Educational, Health, Criminal Justice And Social Mobility Outcomes For People Of Color."** "The Lilly Foundation's financial commitment over five years will help develop and support effective solutions to racial inequity and social injustice primarily in Indianapolis, its surrounding counties and nationally. The investments will focus on exposing and combatting hard truths about racial injustice and making grants to improve educational, health, criminal justice and social mobility outcomes for people of color. No grants requests are being accepted at this time." [Eli Lilly, [06/13/20](#)]

**Eli Lilly Chairman And CEO David Ricks Added, "'The Time For Platitudes Is Behind Us – The Time For Urgent Action Is Now.'"** "This is personal for me and for the whole company," said David Ricks, Lilly chairman and CEO. "We commit to bringing people and organizations together to acknowledge the trauma of racial injustice in its many forms and create a call to action for lasting change. Lilly will continue to stand together in solidarity until all our communities, both here in the U.S. and globally, meet the standard we have set for our own company. The time for platitudes is behind us – the time for urgent action is now." [Eli Lilly, [06/13/20](#)]

**GlaxoSmithKline's CEO Is On PhRMA's Board, Yet The Company Has Acknowledged "Systemic Racial Inequality," Claimed "Our Purpose Includes Black Lives" As It Detailed Its Philanthropy, And Stated It Could "Impact Racial Inequality" By Increasing Minority Access To Healthcare.**

**PhRMA's Board Of Directors Includes GlaxoSmithKline CEO Emma Walmsley.** [PhRMA, members, accessed [9/20/21](#)]

**June 2020: GlaxoSmithKline Issued A Statement Acknowledging "Systemic Racial Inequality."** "The unfortunate events of the past few months – COVID-19, a historic unemployment rate, and racial injustice resulting in the tragic loss of Black lives in the U.S. – have exposed a wound that Black people know all too well: systemic racial inequality." [GlaxoSmithKline, [06/23/20](#)]

**GlaxoSmithKline Stated "Our Purpose Includes Black Lives" As It Claimed Its Philanthropy Served To "Address Inequity" In STEM Education, "Social Determinants Of Health," And "Disaster Preparedness."** "As a science-led, global healthcare company, we have a special purpose: to help people do more, feel better, and live longer. Our purpose includes Black lives. Our approach to philanthropy in the U.S. centers on addressing inequality in the communities where we live and work. Whether focused on improving Science, Technology, Engineering, and Mathematics (STEM) education, social determinants of health, or disaster preparedness, we have intentionally designed our giving programs to address inequity with the voice of the community as our guide." [GlaxoSmithKline, [06/23/20](#)]

**GlaxoSmithKline Stated, "We Believe One Of The Biggest Areas Where We Can Impact Racial Inequality Is By Increasing Access To Healthcare For People Of Color."** "In addition, we believe one of the biggest areas where we can impact racial inequality is by increasing access to healthcare for people of color. We are aware of historic and indeed current disparities in clinical trial participation, especially among minorities." [GlaxoSmithKline, [06/23/20](#)]

**Sanofi's CEO Is On PhRMA's Board, Yet He Has Written "Sanofi Stands Against Racism, Intolerance And Discrimination" While Acknowledging The Company's Responsibility "To Keep Working To Close Opportunity Gaps."**

**PhRMA's Board Of Directors Includes Sanofi CEO Paul Hudson.** [PhRMA, members, accessed [9/20/21](#)]

**Sanofi CEO Paul Hudson Wrote "Sanofi Stands Against Racism, Intolerance And Discrimination" And "It Is Our Responsibility As A Company, In The United States And Around The World, To Keep Working To Close Opportunity Gaps."** "It is our responsibility as a company, in the United States and around the world, to keep working to close opportunity gaps and foster an inclusive and diverse work environment. Sanofi stands against racism, intolerance and discrimination. Today, I saw an inspiring piece from Ken Frazier from Merck about what the business community can and must do to build a more equitable society, and I wanted to share it with all of you. Together and united, I know we will make a difference." [LinkedIn Post By Paul Hudson, accessed [10/06/21](#)]

**Hudson Acknowledged "Horrendous Injustice Against Black Americans."** "Even though I'm not American, I am still frustrated and saddened by the horrendous injustice against Black Americans. This is a human issue and we should all feel outrage when systemic racism rears its ugly head." [Sanofi, accessed [10/06/21](#)]

**Sanofi CEO Paul Hudson Also Stated The Company "Will Never Tolerate Racism, Intolerance And Discrimination" As It Said "Our Purpose And Mission Is To Help All People Live Their Best, Healthiest Lives."** "Sanofi will never tolerate racism, intolerance and discrimination. At our core, our purpose and mission is to help all people live their best, healthiest lives. It is our responsibility to cultivate an inclusive and diverse work environment and to work for a more just and equitable society." [Sanofi, accessed [10/06/21](#)]

**Hudson Added, "We Cannot Be Silent And Stand By."** "We cannot be silent and stand by. I stand in solidarity with all of you, and especially with our Black colleagues in the fight against racism." [Sanofi, accessed [10/06/21](#)]



[Tweet by Sanofi, 06/01/20, accessed [10/06/21](#)]

**Novo Nordisk's President Is On PhRMA's Board, Yet The Company Has Acknowledged That "A Disproportionate Number Of Minority Populations Face Health Inequities" And That Many Of Its Community Efforts "Support Minority And Underserved Communities."**

**PhRMA's Board Of Directors Includes Novo Nordisk Inc. President And Executive Vice President Of North America Operations Douglas J. Langa.** [PhRMA, members, accessed [9/20/21](#)]

**Novo Nordisk's "Diversity, Equity, Inclusion, And Belonging" Page Acknowledged That "A Disproportionate Number Of Minority Populations Face Health Inequities."** "A disproportionate number of minority populations face health inequities, are affected by serious chronic diseases such as diabetes and obesity and are at increased risk for developing complications of these diseases and others, including COVID-19." [Novo Nordisk, accessed [10/06/21](#)]

**Novo Nordisk Touts That Many Of Its Community Efforts "Support Minority And Underserved Communities."** "Many of our efforts support minority and underserved communities, including: [...] Cities Changing Diabetes [...] Farmhouse to Your House [...] Boys & Girls Clubs [...] Native American Health Initiative [...] Cornerstones4Care and Sophia, our Spanish chatbot" [Novo Nordisk, accessed [10/06/21](#)]

**AstraZeneca's CEO Is On PhRMA's Board, Yet He Has Declared Discrimination Has To "Become A Thing Of The Past" And His Company Has Touted Founding A Racial Justice Initiative Where Businesses Advocate For "Inclusive Policy Change" And Provided \$5 Million For A Healthcare Equity Program.**

**PhRMA's Board Of Directors Includes AstraZeneca Pharmaceuticals Executive Director And CEO Pascal Soriot.** [PhRMA, members, accessed [9/20/21](#)]

**Pascal Soriot Wrote "Racism And Discrimination Have To Become A Thing Of The Past" And Added, "I Ask That You Join Me In Making A Collective Contribution To Building A Better Society."** "Racism and discrimination have to become a thing of the past, and everyone should be able to live their lives without fear and with every opportunity to fulfill their hopes and dreams. I ask that you join me in making a collective contribution to building a better society." [AstraZeneca, [06/03/20](#)]

**AstraZeneca Claims, "We Are Champions Of Inclusion And Diversity"** [AstraZeneca, accessed [10/06/21](#)]

**AstraZeneca Touts Being A "Founding Partner Of The World Economic Forum's Partnering For Racial Justice In Business Initiative," Which Provides A Platform For Businesses To "Advocate Together For Inclusive Policy Change."** "We are a founding partner of the World Economic Forum's Partnering for Racial Justice in Business initiative, a coalition of 48 organisations representing 13 industries, with more than 5.5 million employees. It is focused on commitments to eradicate racism in the workplace and set new global standards for racial equity in business. It also provides a platform for businesses to advocate together for inclusive policy change." [AstraZeneca, accessed [10/06/21](#)]

**AstraZeneca Claims That It Has Collaborated With Patients "To Build Health Equity For Minorities," Plus \$5 Million For A U.S. Healthcare Equity Program.** AstraZeneca's "External Actions" on diversity include "Collaborating with patients to build health equity for minorities, including \$5 million in funding for a US healthcare equities programme" [AstraZeneca, accessed [10/06/21](#)]

**8 Major Companies—including AT&T, Capital One, CVS Health, Altria, And Disney—Are Members Of The RATE Coalition, Which Was Working On A "Seven-Figure" Ad Campaign Against The Reconciliation Package Because It Opposed "Any" Tax Increases.**

**The RATE Coalition Has Been Preparing A "Seven-Figure" Ad Campaign Against The \$3.5 Trillion Reconciliation Bill As Its "Chief Adviser," Former Sen. Blanche Lincoln (D-AR), Opposed "Any" Corporate Tax Increase.**

**The RATE Coalition, Which Includes Major Corporations Such As Capital One, Disney, FedEx, Lowe's and Lockheed Martin, Has Been Preparing A "Seven-Figure" Ad Campaign Against The Reconciliation Package.** "Other corporate interests are training their sights on Democrats' plans to pay for the bill through tax increases on businesses. Biden has proposed to raise the corporate rate to 28 percent from 21 percent, along with a slew of additional changes targeting profits earned overseas. The move has spawned outrage from companies that had spent significant sums four years ago to secure more favorable tax rules under President Donald Trump. The list of opponents includes the RATE Coalition, which counts support from Capital One, Disney, FedEx, Lowe's and Lockheed Martin. Over the next few months, the group is preparing a seven-figure digital advertising campaign to oppose Democrats' plans and highlight businesses that might be hurt in the process, according to a person with knowledge of the effort, who spoke on the condition of anonymity to describe the planning." [The Washington Post, [08/31/21](#)]

**RATE Coalition's "Chief Adviser," Former Sen. Blanche Lincoln (D-AR), Claimed "Any" Corporate Tax Increase Would "Carry Devastating Consequences For American Workers."** "Any increase in the rate would position our country even further behind global competitors like China — and carry devastating consequences for American workers," said former senator Blanche Lincoln, a Democrat who serves as the group's chief adviser." [The Washington Post, [08/31/21](#)]

**AT&T Is A Member Of The RATE Coalition, Yet It Claims To "Stand For Equality" While Working For Initiatives That "Move The Needle On Advancing Economic Opportunity" And "Overcoming Systemic Barriers" And Working With Federal Officials To Advance "Justice."**

**AT&T Is A Member Of The RATE Coalition.** [The RATE Coalition, accessed [10/06/21](#)]

**AT&T Has A Webpage Dedicated To Racial Equality On Which It Declares "We Stand For Equality":**



[AT&T, accessed [10/06/21](#)]

**AT&T Claims It Has Helped Initiatives That "Move The Needle On Advancing Economic Opportunity, Overcoming Systemic Barriers, And Ensuring Civil Rights For All People."** "Our society doesn't work if it doesn't work equally for all. That's why at AT&T, we are committed to Stand for Equality as one of our core values, and we believe we have a moral and business obligation to engage on the fundamental issues of equality and fairness. To help drive change, we're dedicating resources and leadership toward initiatives that we believe can move the needle on advancing economic opportunity, overcoming systemic barriers, and ensuring civil rights for all people." [AT&T, accessed [10/06/21](#)]

**AT&T Claims That It Is "Doing Our Part To Advance Issues Of Equality And Justice" By Working With Elected Officials In The Federal Levels, In Addition To Other Entities.** "We are committed to doing our part to advance issues of equality and justice. We do so by working with civil rights organizations, law enforcement, elected officials and other businesses on the local, state and federal levels." [AT&T, accessed [10/06/21](#)]

**In March 2021, AT&T Released A Statement Claiming, "We At AT&T Stand Firm For Equality And Remain Committed To Doing Our Part To Advance Racial Equity."** "We at AT&T stand firm for equality and remain committed to doing our part to advance racial equity and justice for all. Since the 1960s, our

company has been at the forefront of civil rights advocacy and the fight for equality. And today, we continue to work with civil rights organizations, law enforcement, elected officials and businesses on the local, state and federal levels to address injustices." [AT&T, [03/04/21](#)]

**Altria Is A Member Of The Rate Coalition, Yet It Has Pledged \$5 Million To "Address Systemic Racism Faced By Black Americans And Advance Social And Economic Equity," Its CEO Vowed To "Address Underlying Systemic Issues," And The Company Pledged A Matching Campaign For Employee Donations To Equity-Related Groups.**

**Altria Is A Member Of The RATE Coalition.** [The RATE Coalition, accessed [10/06/21](#)]

**June 2020: Altria Announced A \$5 Million Commitment To "Address Systemic Racism Faced By Black Americans And Advance Social And Economic Equity."** "Altria Group, Inc. (Altria) (NYSE: MO) today announces an initial commitment of five million dollars to address systemic racism faced by Black Americans and advance social and economic equity. These funds will be used to support national and local organizations working across the United States and in our operating communities, as well as provide immediate support to small businesses in our communities impacted by recent vandalism. This commitment is incremental to Altria's planned 2020 corporate giving." [Altria, accessed [10/06/21](#)]

- **The Donations Were Announced In June 2020.** [NBC 12, [06/05/20](#)]

**Altria CEO Billy Gifford: "We Must Find Ways To Embrace Our Differences, Address Underlying Systemic Issues And Move Forward As A Country."** "These are difficult times, and we must find ways to embrace our differences, address underlying systemic issues and move forward as a country," said Billy Gifford, Altria's Chief Executive Officer. "We know we don't have all the answers, but we will learn by listening to our diverse colleagues, community members and others as we seek progress within our company and the places we call home." [Altria, accessed [10/06/21](#)]

**Altria Also Pledged To Match Employee Contributions "On A Two-For-One Basis" For One Month To Organizations Chosen By The Company's Black Employee Resource Group.** "Altria will also launch a month-long employee giving campaign which will match on a two-for-one basis all employee donations. Recipient organizations will be selected by Unifi, Altria's Black Employee Resource Group (ERG) and other ERGs." [Altria, accessed [10/06/21](#)]

**Capital One Is A Member Of The RATE Coalition, Yet It Has Claimed It Is "Deeply Committed To Doing Our Share To Advance Racial Equity," Recognized Disparities In Housing, Education, And Employment, And Has Pledged Over \$200 Million "To Help Close Gaps In Equity And Opportunity."**

**Capital One Is A Member Of The RATE Coalition.** [The RATE Coalition, accessed [09/17/21](#)]

**January 2021: Capital One Said It Was "Deeply Committed To Doing Our Share To Advance Racial Equity" And That It Has Recognized That "Disparities In Housing, Education And Employment, Among Other Key Factors, Create Inequities In A Person's Financial Health And Overall Well-Being."** "At Capital One, we recognize that disparities in housing, education and employment, among other key factors, create inequities in a person's financial health and overall well-being. That's why we're deeply committed to doing our share to advance racial equity." [Capital One, [01/26/21](#)]

**Capital One's Senior Director Of Diversity, Inclusion, And Belonging Said The Company "Increased Our Support Of Organizations That Expand Economic Opportunity, Particularly For Black And Latinx Communities."** "We were founded upon the belief that everyone should have an equal opportunity to thrive," said Stef Maynard Collier, Senior Director, Diversity, Inclusion and Belonging at Capital One. "At a time of



heightened awareness of the disparities tied to race, we've built upon our investments in diverse communities and businesses and increased our support of organizations that expand economic opportunity, particularly for Black and Latinx communities." [Capital One, [01/26/21](#)]

**In The Fall Of 2020, Capital One Launched Its "Capital One Impact Initiative," A \$200 Million Commitment "To Help Close Gaps In Equity And Opportunity."** "Last fall, we launched the Capital One Impact Initiative – a \$200 million multi-year commitment in community grants to help close gaps in equity and opportunity." [Capital One, [01/26/21](#)]

**Capital One Had Earlier Pledged \$10 Million To "Organizations Advancing The Cause Of Social Justice For The Black Community," Including Partnerships With The Obama Foundation, National Urban League, And Historically Black Colleges And Universities.** "This built upon our earlier pledge of \$10 million to organizations advancing the cause of social justice for the Black community. Through that commitment, we invested in national organizations dedicated to the fight for racial equity and justice — including establishing a new relationship with the Obama Foundation and expanding upon existing partnerships with the National Urban League, My Brother's Keeper and Historically Black Colleges and Universities to ensure access to education and increase career prospects." [Capital One, [01/26/21](#)]

**Cox Enterprises Is A Member Of The RATE Coalition, Yet It Has Pledged \$1 Million To Organizations Working On "Economic Injustice," "Economic Empowerment," And Supporting Historically Black Colleges And Universities— In Addition To Touting "A Long Legacy" Of Supporting Black Organizations.**

**Cox Enterprises Is A Member Of The RATE Coalition.** [The RATE Coalition, accessed [09/17/21](#)]

**2020: Cox Established A \$1 Million Fund "To Help Organizations That Support Social Justice And Civil And Human Rights."** "Cox recently announced the establishment of a \$1 million fund to help organizations that support social justice and civil and human rights." [3BL Media, [06/26/20](#)]

**Cox's \$1 Million Fund Supported Groups Working On "Economic Injustice," Historically Black Colleges And Universities, And "Economic Empowerment, Equality, And Social Justice."** "After taking input from employees on which organizations the fund should support, we are pleased to announce Cox will donate to the following national organizations: [...] Equal Justice Initiative: Committed to challenging racial and economic injustice and protecting basic human rights. [...] United Negro College Fund: Provides financial support to 37 historically Black colleges and universities. [...] National Urban League: Dedicated to economic empowerment, equality and social justice." [3BL Media, [06/26/20](#)]

**Cox Touted "A Long Legacy Of Giving To Organizations Like 100 Black Men Of Atlanta, The African American Partnership Of United Way Of Greater Atlanta And HBCU Rising" And Vowed To Continue Supporting Similar Organizations.** "Cox has a long legacy of giving to organizations like 100 Black Men of Atlanta, the African American Partnership of United Way of Greater Atlanta and HBCU Rising, a mentoring program that addresses the gross underrepresentation of African Americans in our nation's scientific fields. We will continue to support organizations like these in the future." [3BL Media, [06/26/20](#)]

**CVS Health Is A Member Of The RATE Coalition, Yet It Has Touted Nearly \$600 Million To Advance Public Policy And Other Efforts To "That Address Inequality Faced By The Black Community And Other Disenfranchised Communities" While Claiming It Would "Advocate For Public Policy That Addresses The Root Causes Of Systemic Inequalities And Barriers."**

**CVS Health Is A Member Of The RATE Coalition.** [The RATE Coalition, accessed [09/17/21](#)]

**July 2020: CVS Touted Investing Almost \$600 Million Over Five Years To Advance Public Policy, Community, And Employee Initiatives "That Address Inequality Faced By The Black Community And Other Disenfranchised Communities."** "CVS Health is investing nearly \$600 million over five years to advance employee, community and public policy initiatives that address inequality faced by the Black community and other disenfranchised communities." [CVS Health, [07/08/20](#)]

**CVS Vowed To "Use Its Position To Advocate For Public Policy That Addresses The Root Causes Of Systemic Inequalities And Barriers," Including Education, Socioeconomic Status, And Healthcare.** "The company will also use its position to advocate for public policy that addresses the root causes of systemic inequalities and barriers, including efforts to address socioeconomic status, education, and access to health care." [CVS Health, [07/08/20](#)]

**CVS Health President And CEO Larry J. Merlo: "The Private Sector Must Take Action To Get To The Heart Of Institutional Racism."**

**"The private sector must take action to get to the heart of institutional racism. As we learn from the perspectives of our Black colleagues and the diverse communities we serve, we'll use that input to inform our advocacy agenda going forward."**

— Larry J. Merlo, President and CEO, CVS Health

[CVS Health, [07/08/20](#)]

**CVS Committed To Expand Its "Project Health" Initiative To Provide Free Health Services And Screenings "Focused Within Communities With Large Multicultural And Uninsured Populations."** "Addressing health disparities in the community is critical to addressing racial inequality, which is why CVS Health will expand its Project Health initiative and make other investments to increase access to health care. Project Health provides free health screening events at select CVS Pharmacy locations nationwide, focused within communities with large multicultural and uninsured populations." [CVS Health, [07/08/20](#)]

**As Part Of Its Inequality Efforts, CVS Health Claimed That It And Its Subsidiary Aetna "Have Invested More Than \$1 Billion In Affordable Housing And Community Initiatives" Since 1997.** "Since 1997, CVS Health and Aetna, a CVS Health company, have invested more than \$1 billion in affordable housing and community initiatives. In 2019, the company invested \$67 million in affordable housing across the country and the company plans to exceed that amount over the next five years to help address housing insecurities and promote community health improvement. Investments in affordable housing, as well as collaborations with community groups in these areas, help provide support to those who need it most." [CVS Health, [07/08/20](#)]

**Synchrony Bank Is A Member Of The RATE Coalition, Yet It Has Committed \$5 Million For Groups "Working To Bring About Social Justice, Combat Systemic Racism, And Make A Difference In The Lives Of Black Americans" And Its CEO Has Advocated Driving "Systemic Change In Our Country."**

**Synchrony Bank Is A Member Of The RATE Coalition.** [The RATE Coalition, accessed [09/17/21](#)]

**June 2020: Synchrony And The Synchrony Foundation Committed \$5 Million "To Support National Non-Profit Organizations That Are Working To Bring About Social Justice, Combat Systemic Racism, And Make A Difference In The Lives Of Black Americans."** "Today, Synchrony (NYSE: SYF) and the Synchrony Foundation announced a commitment of \$5 million to support national non-profit organizations that are working to bring about social justice, combat systemic racism, and make a difference in the lives of Black Americans." [Synchrony, [06/25/20](#)]

**Synchrony CEO Margaret Keane Stated, "The Private And Public Sectors Must Come Together To Root Out Persistent Disparities Both In The Workplace And In Society To Drive Systemic Change In**

**Our Country."** "Synchrony stands united with the Black community,' said Margaret Keane, CEO of Synchrony. 'As we continue to listen to the experiences of our Black colleagues, friends, and leaders, this represents a step forward in our commitment to a future built on justice and equality for all. We have a lot of hard work in front of us, building on Synchrony's foundation of diversity and inclusion. The private and public sectors must come together to root out persistent disparities both in the workplace and in society to drive systemic change in our country.'" [Synchrony, [06/25/20](#)]

**Synchrony Previously Made A \$5 Million Pledge To Support Small Businesses, Including "Minority-Owned Businesses In Underserved Communities."** "This comes after Synchrony's multi-million dollar donation to non-profits that provide emergency assistance to minority-owned small businesses in underserved communities." [Synchrony, [06/25/20](#)]

- **June 2020: "Synchrony Foundation Commits \$5 Million to Support Small Businesses; including Minority-Owned Businesses in Underserved Communities"** [Synchrony, [06/11/20](#)]

**Verizon Is A Member Of The RATE Coalition, Yet Its CEO Declared It "Is Fiercely Committed To Diversity And Inclusion Across All Spectrums" As The Company's Foundation Committed \$10 Million To "Social Justice Organizations," Including Those Dedicated To Economic Empowerment And Equality.**

**Verizon Is A Member Of The RATE Coalition.** [The RATE Coalition, accessed [09/17/21](#)]

**June 2020: Verizon Chairman And CEO Hans Vestberg Said, "Verizon Is Fiercely Committed To Diversity And Inclusion Across All Spectrums Because It Makes Us And The World Better."** "The events unfolding across the country that are rooted in hate are contradictory with our beliefs as a company and leave me with a feeling of regret and sadness. Verizon is fiercely committed to diversity and inclusion across all spectrums because it makes us and the world better. I am hopeful that the rest of the country will come to understand that valuing everyone equally is the best way forward. We cannot commit to a brand purpose of moving the world forward unless we are committed to helping ensure we move it forward for everyone. We stand united as one Verizon,' Hans Vestberg, Verizon Chairman and Chief Executive Officer." [Verizon, [06/01/20](#)]

**The Verizon Foundation Committed \$10 Million To "Social Justice Organizations," Including Those Dedicated To "Economic Empowerment" And "Economic Equality."** "In response, the Verizon Foundation has committed \$10 million to social justice organizations, shared equally with these organizations: [...] The National Urban League a historic civil rights organization dedicated to economic empowerment, equality, and social justice. [...] The National Association for the Advancement of Colored People (NAACP) whose mission is to secure the political, educational, social, and economic equality of rights in order to eliminate race-based discrimination and ensure the health and well-being of all persons. [...] National Action Network, a leading civil rights organization in the nation. [...] Leadership Conference for Civil and Human Rights, a coalition of more than 200 diverse national organizations whose mission is to promote and protect the civil and human rights of all people. [...] Rainbow Push Coalition, a multi-racial, multi-issue, progressive, international membership organization fighting for social change. [...] National Coalition on Black Civic Participation dedicated to increasing civic engagement and voter participation in Black and underserved communities. [...] NAACP Legal Defense and Educational Fund, a leading legal organization fighting for racial justice." [Verizon, [06/01/20](#)]

**The Disney Company Is A Member Of The RATE Coalition, Yet Its CEO Acknowledged "The Long History Of Injustice That Black People In America Have Suffered" As The Company Pledged \$5 Million To Social Justice Organizations, Including \$2 Million To The NAACP And Its Work In "Eliminating Disparities And Racial Discrimination."**

**The Walt Disney Company Is A Member Of The RATE Coalition.** [The RATE Coalition, accessed [09/17/21](#)]

**June 2020: Disney Pledged \$5 Million To "Nonprofit Social Justice Organizations" Following George Floyd's Murder.** "Disney made a \$5 million pledge to nonprofit social justice organizations on Wednesday as demonstrations over the police killing of George Floyd continued across the country." [Fortune, [06/04/20](#)]

**Disney Gave \$2 Million To The NAACP To Further Its Work In "Eliminating Disparities And Racial Discrimination" And The Remaining \$3 Million To Other Organizations That "Advance Social Justice."** "Civil rights organization the NAACP will receive \$2 million of the total pledge. In a statement, Disney said the donation would 'further their long-standing work promoting social justice by eliminating disparities and racial discrimination through their advocacy and education programs.' Disney did not identify the other nonprofits that would stand to receive the remaining \$3 million but said the organizations would be those that 'advance social justice.'" [Fortune, [06/04/20](#)]

**Disney CEO Bob Chapek Acknowledged "The Long History Of Injustice That Black People In America Have Suffered."** "The killing of George Floyd has forced our nation to once again confront the long history of injustice that black people in America have suffered, and it is critical that we stand together, speak out, and do everything in our power to ensure that acts of racism and violence are never tolerated,' Bob Chapek, chief executive of Disney, said in a statement. 'This \$5 million pledge will continue to support the efforts of nonprofit organizations such as the NAACP that have worked tirelessly to ensure equality and justice,' he added." [Fortune, [06/04/20](#)]

**At Least 10 Major Corporations That Have Touted Equity Efforts—including Trane, Dow, Caterpillar, Salesforce, SC Johnson, And Raytheon—Are In The Leadership Of The National Association of Manufacturers, Which Was Lobbying "In Every Way You Can Imagine" To Stop The Build Back Better Agenda, Even After The Group's CEO Acknowledged Black Communities Have Been Denied Equal "Right To Equality Of Opportunity."**

**The National Association Of Manufacturers (NAM) Was Poised To Ally With The Chamber In Its Offensive Against The Budget Package – One Of Its Executives Said Of Its Lobbying, "We're Doing It In Every Way You Can Imagine."**

**The Chamber Was "In Talks" With The National Association Of Manufacturers (NAM) To Coordinate Lobbying And Advertising Efforts Against The Biden Administration's Budget Package.** "The effort could encompass traditional lobbying on Capitol Hill as well as advertising campaigns targeting Democratic lawmakers, according to three people familiar with the matter who spoke on the condition of anonymity to describe the discussions. The [U.S. Chamber Of Commerce] has been in talks with potential allies such as the National Association of Manufacturers, whose board includes executives from firms such as Dow Inc., Exxon, Caterpillar and Johnson & Johnson, the people said." [The Washington Post, [08/31/21](#)]

**NAM's Senior Vice President For Policy Said Of Lobbying Against The Package, "We're Doing It In Every Way You Can Imagine," Adding That "Manufacturing Families Will Suffer, Jobs Will Be Lost."** "We're doing it in every way you can imagine,' said Aric Newhouse, the senior vice president for policy at the National Association of Manufacturers, when asked about the group's lobbying. He added that the tax increases Democrats have pursued would mean 'manufacturing families will suffer, jobs will be lost.'" [The Washington Post, [08/31/21](#)]

**NAM's President And CEO Declared, "We Absolutely Stand Hand In Hand With All Those Who Seek Respect, Fairness And The Right To Equality Of Opportunity That America Has Promised For Centuries And That, Even Now, Has Not Been Delivered To All Her Citizens."**

**May 2020: NAM President And CEO Jay Timmons Responded To George Floyd's Murder By Stating, "Even More Tragic Than These Events Is The Knowledge That, At Their Root, They Are Not New."**

"National Association of Manufacturers (NAM) President and CEO Jay Timmons released the following statement on the tragic events in Minnesota: 'At the National Association of Manufacturers, we share the concerns of many Americans about the unfolding events in Minneapolis and in cities and communities nationwide. But even more tragic than these events is the knowledge that, at their root, they are not new.' [National Association of Manufacturers, [05/30/20](#)]

**Timmons Continued, "This Is Not A Time To Sit Back And Wait For Action From Others," Adding, "We Must Be Part Of The Solution."** "This is not a time to sit back and wait for action from others. It's not enough to say 'this doesn't concern me,' or 'this isn't my job, my cause, my fight.' The manufacturing community, and the larger business community—made up of people from every background, every race, every state and every neighborhood in the country—has a responsibility that is as urgent now as at any time when our nation seemed on the edge of destruction. We must be part of the solution—to end the polarization and division that routinely manifests in our country." [National Association of Manufacturers, [05/30/20](#)]

**June 2020: "We Absolutely Stand Hand In Hand With All Those Who Seek Respect, Fairness And The Right To Equality Of Opportunity That America Has Promised For Centuries And That, Even Now, Has Not Been Delivered To All Her Citizens."** "Manufacturing leaders across the country are responding to the nationwide protests spurred by the death of George Floyd in Minneapolis. 'We absolutely stand hand in hand with all those who seek respect, fairness and the right to equality of opportunity that America has promised for centuries and that, even now, has not been delivered to all her citizens,' NAM President and CEO Jay Timmons said in a statement." [National Association of Manufacturers, [06/05/20](#)]

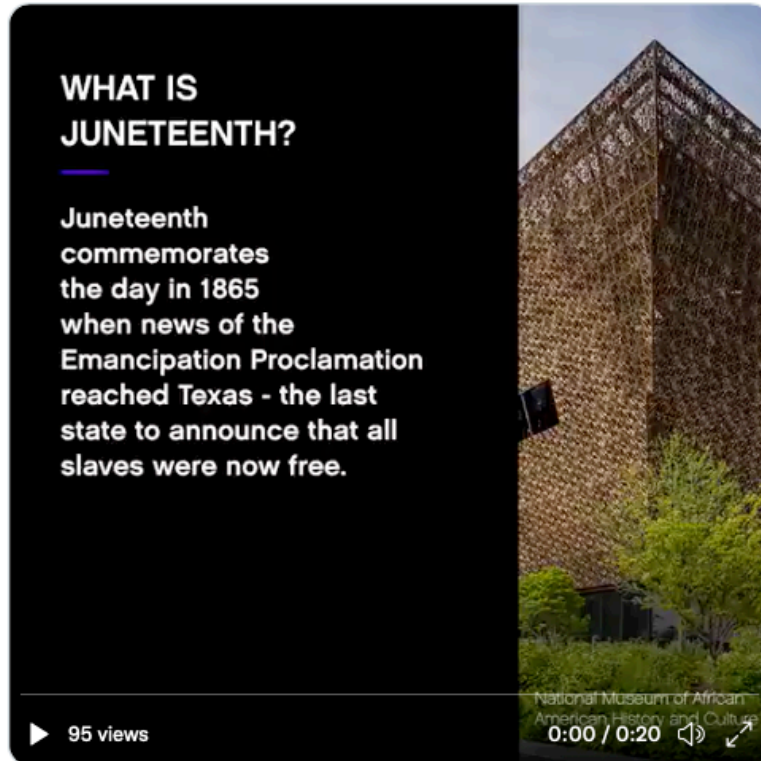
**Trane Technologies' Executive Chair Is Chair Of NAM's Board, Yet The Company Has Touted A Citizenship Strategy "Designed To Help Underrepresented Communities," Claimed "Commitments To Creating A More Equitable Future," And Has Said "We Constantly Strive To Ensure That The Communities Where We Live And Work Have The Resources They Need To Thrive."**

**Trane Technologies PLC Executive Chair Michael W. Lamach Is Chair Of NAM's Board Of Directors.** [National Association of Manufacturers, accessed [10/07/21](#)]

**June 2021: Trane Technologies Recognized Juneteenth By Calling It A Time "To Renew Our Commitments To Creating A More Equitable Future":**



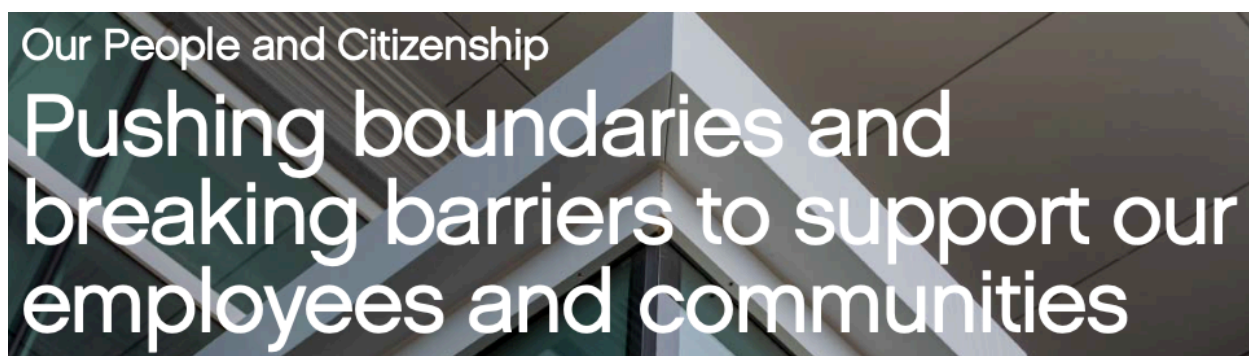
**#Juneteenth**, a holiday recognizing the end of slavery in the United States, is a day of celebration and joy. It's also a time to reflect on our country's history and to renew our commitments to creating a more equitable future.



9:30 AM · Jun 19, 2021 · Hootsuite Inc.

[Tweet by Trane Technologies, [06/19/21](#)]

**Trane Touts "Pushing Boundaries And Breaking Barriers To Support Our Employees And Communities":**



[Trane Technologies, accessed [10/07/21](#)]

**Trane Claims "We're Investing In The Long-Term Well-Being And Development Of Our Teams And Communities To Increase Economic Mobility, Bolster Quality Of Life And Create Opportunity For All."**

[Trane Technologies, accessed [10/07/21](#)]

**Trane Claims "We Constantly Strive To Ensure That The Communities Where We Live And Work Have The Resources They Need To Thrive."** "A key component of our 2030 Sustainability Commitments is creating opportunity for all. We prioritize workforce diversity that reflects our communities, gender parity in leadership roles, and an uplifting culture that is values-based, inclusive, and engages and develops people. We provide wellness offerings for our global employee population and we advance health, nutrition and economic mobility. We constantly strive to ensure that the communities where we live and work have the resources they need to thrive." [Trane Technologies, accessed [10/07/21](#)]

**Trane Has Claimed That Its Citizenship Strategy "Focuses On Three Pillars Designed To Help Underrepresented Communities," Each Of Which Are Education-Oriented.** "At Trane Technologies, we believe that we have a duty to contribute to the well-being of our communities and the health of our planet. We're leading the way with our citizenship strategy, Sustainable Futures. The strategy focuses on three pillars designed to help underrepresented communities: Enhance learning environments, advance student success, create pathways to green and STEM careers. To align with this approach, we've recently adjusted our 2030 goals to make them even more ambitious." [Trane Technologies, accessed [10/07/21](#)]

**Dow Inc.'s Chairman And CEO Is Vice Chair Of NAM's Board, Yet He Has Acknowledged "Hundreds Of Years Of Systemic Racism" As He Pledged \$5 Million To "Advance Racial Equality," Committed Support For Efforts To Address "Healthcare Disparities And Economic Inequalities In The Black Community," And Vowed To Help In "Driving Policy Change."**

**Dow Inc. Chairman And CEO James Fitterling Is Vice Chair Of NAM's Board Of Directors.** [National Association of Manufacturers, accessed [10/07/21](#)]

**June 2020: Dow Inc. Chairman And CEO James Fitterling Wrote An Article Declaring "We're Taking Acting To Accelerate Change And Address Racism, Inequality, And Injustice":**

Jun 15, 2020 | Jim Fitterling

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**We are listening. And, just as importantly, we're taking action to accelerate change and address racism, inequality, and injustice.**

[Dow, [06/15/20](#)]

**Fitterling Added "Overcoming Hundreds Of Years Of Systemic Racism Will Require A Holistic Approach And Long-Term Action," As He Noted Dow's \$5 Million Pledge To "Advance Racial Equality And Social Justice."** "We know we must do better going forward, fully committing to our foundational responsibility of human decency. It is both the smart thing to do *and* the right thing to do ... for business and for society. But overcoming hundreds of years of systemic racism will require a holistic approach and long-term action from all of us. We're committing to anti-racism through a series of strategic actions; and we pledge \$5 million over the next five years to help advance racial equality and social justice." [Dow, [06/15/20](#)]

**Fitterling Also Said Dow Was Committed To "Driving Policy Change Through Engagement At The U.S. State And Federal Levels" And Funding Efforts To Address "Healthcare Disparities And Economic Inequalities In The Black Community."** "We will take similar actions to address racism and racial inequality,

such as... [...] Driving policy change through engagement at the U.S. state and federal levels, including with the Congressional Black Caucus, and directing funding to organizations dedicated to fighting racial injustice, including judicial reform, healthcare disparities and economic inequalities in the Black community." [Dow, [06/15/20](#)]

**Fitterling Also Committed Grants "To Positively Impact Black Communities Near Dow Locations, Where Economic And Educational Challenges May Be Barriers To Success."** "Our community response to racism and racial inequality should be no different. We will... [...] Recommit through our Dow Promise Grant Program to positively impact Black communities near Dow locations, where economic and educational challenges may be barriers to success." [Dow, [06/15/20](#)]

### **Ecolab's Executive Chairman Is On NAM's Executive Committee, Yet His Company Has Claimed Responsibility To "To Advance Social And Economic Justice" And "Act On Behalf Of Communities Who Have Historically Been Left Out."**

**Ecolab Inc. Executive Chairman Douglas M. Baker Jr. Is On NAM's Executive Committee.** [National Association of Manufacturers, accessed [10/07/21](#)]

**June 2020: Ecolab Said, "It's Our Responsibility To Use Our Influence And Resources To Advance Social And Economic Justice And Address The Underlying Issues Of Racism, Unequal Opportunity And Physical Abuse Targeted At Our Black Community."** "George Floyd's death has made it clear that we must do so much more to end inequality. It's our responsibility to use our influence and resources to advance social and economic justice and address the underlying issues of racism, unequal opportunity and physical abuse targeted at our Black community. Our Chairman and CEO Doug Baker shares his thoughts on the importance of working with community leaders to listen and learn, to ensure action leads to change both within Ecolab and the broader community." [Facebook Post by Ecolab, [06/10/20](#)]

**Ecolab Claims It Has Worked To "Act On Behalf Of Communities Who Have Historically Been Left Out," Including Work To "Lobby Governments For Reform" And "Fund Initiatives Within Communities To Make Change Real At A Local Level."** "We're leveraging our leadership position to exemplify how to listen and act on behalf of communities who have historically been left out. We work to: [...] Collaborate with external partners and community leaders to educate ourselves about relevant social and civic issues [...] Work to steer our suppliers toward equitable practices, and lobby governments for reform [...] Fund initiatives within communities to make change real at a local level" [Ecolab, accessed [10/07/21](#)]

### **A Caterpillar Inc. Group President Is On NAM's Executive Committee, Yet The Company Has Touted A \$1 Million Pledge To Address "Racial And Economic Injustice" And "Eliminate Disparities" And Its CEO Has Acknowledged "People Of Color In The United States Are Too Often Denied Basic Human Rights."**

**Caterpillar Inc. Group President Of Resource Industries Denise C. Johnson Is On NAM's Executive Committee, Serving As Its Infrastructure, Innovation, Human Resource & Labor Policy Vice Chair.** [National Association of Manufacturers, accessed [10/07/21](#)]

**June 2020: Caterpillar's Philanthropic Arm Announced "A Commitment To Help Fight Racism And Social Injustice."** "The Caterpillar Foundation, the philanthropic arm of Caterpillar Inc. (NYSE: CAT), today announced a commitment to help fight racism and social injustice." [Caterpillar, [06/17/20](#)]

**Caterpillar Pledged \$1 Million To Two Causes That Address "Racial And Economic Injustice" And To "Eliminate Disparities," Among Other Issues.** "To honor the lives lost and keep with its mission, the Caterpillar Foundation is donating \$1 million split between the following two organizations (\$500,000 each): [...] The Equal Justice Initiative is committed to ending mass incarceration and excessive punishment,

challenging racial and economic injustice, and protecting fundamental human rights for the most vulnerable in our society. [...] The NAACP Legal Defense and Educational Fund, Inc. seeks structural changes to expand democracy, eliminate disparities and achieve racial justice in a society that fulfills the promise of equity for all Americans." [Caterpillar, [06/17/20](#)]

**Caterpillar Chairman And CEO Jim Umpleby Stated "Caterpillar Supports The Fight Against Racism And Injustice" As He Said The \$1 Million Pledge Would "Help Build A Better World."** "Caterpillar supports the fight against racism and injustice," said Chairman and CEO Jim Umpleby. 'Caterpillar and the Caterpillar Foundation look forward to working with the Equal Justice Initiative and the NAACP Legal Defense and Educational Fund to help build a better world.'" [Caterpillar, [06/17/20](#)]

**Caterpillar Claimed That Its Foundation Would "Continue Investing In Community Programs That Address The Destructive Effects Of Racism And The Fight For Equal Justice."** "The Foundation will continue investing in community programs that address the destructive effects of racism and the fight for equal justice." [Caterpillar, [06/17/20](#)]

**June 2020: Caterpillar Chairman And CEO Jim Umpleby Issued A Statement Titled "LIVING OUR VALUES IN THE FIGHT AGAINST RACISM AND INJUSTICE."** "LIVING OUR VALUES IN THE FIGHT AGAINST RACISM AND INJUSTICE [...] June 2, 2020 [...] Chairman and CEO Jim Umpleby shared the following message with employees:" [Caterpillar, [06/17/20](#)]

**Umpleby Acknowledged, "People Of Color In The United States Are Too Often Denied Basic Human Rights That Many Of Us Take For Granted."** "People of color in the United States are too often denied basic human rights that many of us take for granted. Everyone deserves to be treated with dignity and respect and have access to equal justice. Racism has no place in a civilized society." [Caterpillar, [06/17/20](#)]

**Celanese Corporation's Chairman, President, And CEO Is On NAM's Executive Committee, Yet She Said Of Diversity, "Taking A Stand Matters For Us [...] And The Communities Where We Live" While The Company Has Claimed "Concrete And Substantive Steps" In Advancing Communities' Well-Being.**

**Celanese Corporation Chairman, President, And CEO Lori J. Ryerkerk Is On NAM's Executive Committee.** [National Association of Manufacturers, accessed [10/07/21](#)]

**On Its Diversity, Equity, And Inclusion Page, Celanese Claims To, "Strive To Take Concrete And Substantive Steps To Realize Our Goals Of Enhancing The Well-Being And Human Rights Of People And Communities Around The World."** "We believe providing a workplace that promotes a culture of respect and belonging for all employees is important to our business success and to driving innovation and growth. Every year, we strive to take concrete and substantive steps to realize our goals of enhancing the well-being and human rights of people and communities around the world." [Celanese, accessed [10/07/21](#)]

**Celanese Claims A Commitment To Promoting Equitable Opportunities For "The Communities Where We Operate."** "We aim to incorporate our Diversity, Equity and Inclusion (DE&I) objectives into all levels of the company and commit to upholding an environment that is grounded in respect and promotes equitable opportunities for our people, our partners and the communities where we operate." [Celanese, accessed [10/07/21](#)]

**On Celanese's Diversity Page, CEO Lori Ryerkerk Claimed, "Taking A Stand Matters For Us, Our Customers, Our Investors And The Communities Where We Live."** "There's nothing I want more for us as a company than to take a principled stand for our people around the globe. Taking a stand matters for us, our customers, our investors and the communities where we live. Doing so ensures the success of Celanese for generations to come." --Lori Ryerkerk, Chief Executive Officer" [Celanese, accessed [10/07/21](#)]



**An SC Johnson President Is On NAM's Board, Yet The Company Has Condemned Racial Discrimination As It Touted Its Work "Supporting Underserved Communities And Minority Populations" And Claiming To Be "Passionate About Providing Opportunities For A Better Quality Of Life."**

S.C. Johnson & Son, Inc.'s President Of Global Consumer Brands Timothy E. Bailey Is On NAM's Board Of Directors. [National Association of Manufacturers, accessed [10/07/21](#)]

**June 2020: SC Johnson Issued A Statement Claiming "Racism And Discrimination Are Egregious, Global Issues That Devastate Individuals, Their Families And Communities."** "Racism and discrimination are egregious, global issues that devastate individuals, their families and communities. We have absolutely zero tolerance for racism or discrimination in any form. There is simply no place for it at SC Johnson, or in the world." [SC Johnson, [06/06/20](#)]

**SC Johnson Claimed To Be "Passionate About Providing Opportunities For A Better Quality Of Life For People Around The World."** "Supporting Underserved Communities [...] We're passionate about providing opportunities for a better quality of life for people around the world and supporting stronger, healthier communities that value and respect the dignity of each person as an individual human being." [SC Johnson, [06/06/20](#)]

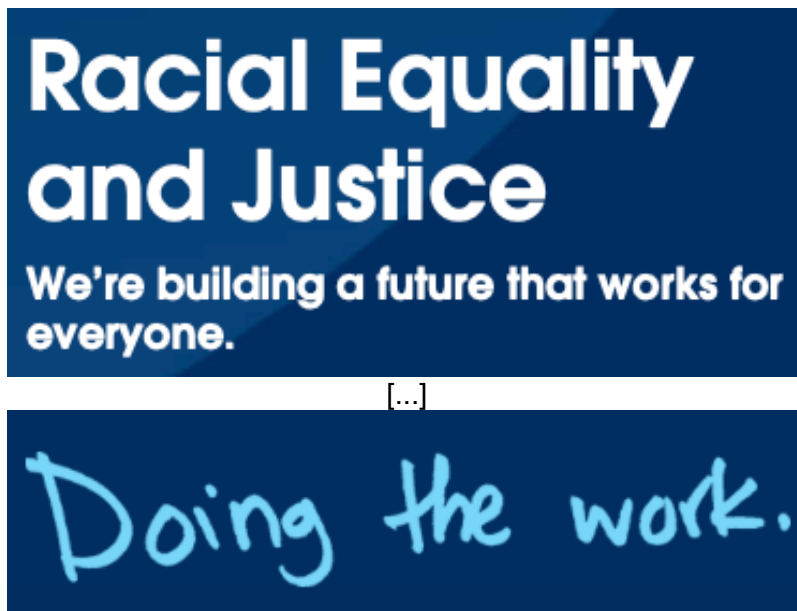
**SC Johnson Claimed Work In "Supporting Underserved Communities And Minority Populations," Detailing Its Backing For Educational, Workforce Development, And Homeless Assistance Efforts, Among Other Forms Of Engagement With Black Communities.** "In that spirit, we have a long-term commitment to supporting underserved communities and minority populations. Here are several of the organizations and efforts we have supported for many years: [...] For 15 years, SC Johnson has supported the United Negro College Fund Walk/Run in Milwaukee, and we have supported the UNCF Mayors Ball since its inception. [...] For more than a decade, our Dr. Martin Luther King, Jr. Day Program has immersed more than 1,000 students in African American culture and encouraged them to celebrate the profound legacy of Dr. King through community engagement. [...] We have consistently supported local programs including the Milwaukee Urban League Black & White Ball, the Racine NAACP Freedom Fund Dinner and the City of Racine Juneteenth Celebration. [...] For several decades, we have partnered with Gateway Technical College to create educational and workforce development opportunities for disadvantaged students. [...] We also have donated to Homeless Assistance Leadership Organization, the United Way of Racine County, local food banks and other relief organizations in the Racine area that reach underserved and primarily minority members of the community." [SC Johnson, [06/06/20](#)]

**A Salesforce Senior Vice President Is On NAM's Board Of Directors, Yet The Company Has An Entire Page Dedicated To "Racial Equality And Justice," Where It Claims Efforts "To Effect Systemic Change In Our Communities," Advocacy For "Economic Empowerment Policies," And A Goal To Invest \$200 Million In Related Efforts.**

Salesforce Senior Vice President Of Manufacturing, Automotive, And Energy Is On NAM's Board Of Directors. [National Association of Manufacturers, accessed [10/07/21](#)]

**Salesforce Has An Entire Page Dedicated To "Racial Equality And Justice," Where It Claims It Is "Doing The Work":**





[Salesforce, accessed [10/07/21](#)]

**Salesforce Claims "We Will Continue Working To Effect Systemic Change In Our Communities" By "Advocating For Policies For Racial Equality," Among Other Efforts.** "We unequivocally stand against racism, violence, and hate. And we will continue working to effect systemic change in our communities by driving inclusive business practices, investing resources, empowering minority-led organizations, cultivating partnerships, designing technology with everyone in mind, and advocating for policies for racial equality." [Salesforce, accessed [10/07/21](#)]

**Salesforce Claims A Goal To Invest \$200 Million And 1 Million Volunteer Hours "In Racial Equality And Justice."** "Goal: Invest \$200M and 1M volunteer hours in racial equality and justice over the next 5 years" [Salesforce, accessed [10/07/21](#)]

**Salesforce Claims It Has Advocated "Economic Empowerment Policies That Address The Equity Gap" And "Durable Policy Reforms That Reduce Systemic Racism."** "We're advocating for meaningful police reform, civic engagement and protection of voting rights, and for economic empowerment policies that address the equity gap. We're working to advance laws and regulations that protect against racism and discrimination. As we take action to create change within our workplaces, we are also taking action to make progress in our communities. We advocate for durable policy reforms that reduce systemic racism." [Salesforce, accessed [10/07/21](#)]

**Salesforce Claims That It Has Advocated "Economic Empowerment Policies That Work To Close The Equity Gap In Housing, Homelessness, Healthcare, Paid Time Off, Transportation Policy, And Other Policies."** "Advocate for economic empowerment policies that work to close the equity gap in housing, homelessness, healthcare, paid time off, transportation policy, and other policies that provide Black and URM communities with business opportunities and workforce development" [Salesforce, accessed [10/07/21](#)]

**A PricewaterhouseCoopers Executive Is On NAM's Board, Yet Its US Chair Has Vowed To "Help Dismantle The Racism And Injustice That Has Become So Pervasive In Our Society" And Advance Public Policy To Help "Address Racial Injustice" While Another Executive Acknowledged "Our Country's Long History Of Societal Systemic Racism."**

**PricewaterhouseCoopers (PwC) LLP Industrial Manufacturing Leader Bobby Bono Is On NAM's Board Of Directors.** [National Association of Manufacturers, accessed [10/07/21](#)]

**PwC US Chair And Senior Partner Tim Ryan Wrote That It Was His Responsibility "To Use My Privilege To Be A Part Of The Solution And Take Action—To Help Dismantle The Racism And Injustice That Has Become So Pervasive In Our Society."** "Message from Tim Ryan, PwC US Chair and Senior Partner [...] It is my responsibility as a leader to not only stand with them against racism to condemn these killings, but to use my privilege to be a part of the solution and take action—to help dismantle the racism and injustice that has become so pervasive in our society." [PricewaterhouseCoopers, accessed [10/07/21](#)]

**Ryan Claimed PwC Would Give \$250,000 To Social Justice Organizations, Match Up To \$1,000 Of Each Employees' Donations To Such Organizations, And Give Up To \$1,000 To Employees' Crowdfunding Campaigns.** "Donating to social justice organizations: Through the PwC Charitable Foundation, Inc. we will give \$250,000 each to The NAACP Legal Defense and Educational Fund, Inc., Dream Corps., The American Civil Liberties Union Foundation and The Center for Policing Equity and match up to \$1,000 of our peoples' individual donations to these four organizations. Additionally, we will support our people as they start crowdfunding campaigns in support of organizations focused on social justice, with the firm contributing up to \$1,000 to each." [PricewaterhouseCoopers, accessed [10/07/21](#)]

**Ryan Said PwC Would Work In "Putting Our Best Minds To Work To Advance Public Policy" And "Find Solutions That Address Racial Injustice."** "Putting our best minds to work to advance public policy: Our purpose is to build trust in society and solve important problems—so what better mission is there than putting our people to work to find solutions that address racial injustice in our country? We will be creating a two-year fellowship program that our people can apply to, and through the program, they will be able to use their skills and passion to advance policy discussions that help combat the racial injustice and discrimination that continue to plague our Black communities." [PricewaterhouseCoopers, accessed [10/07/21](#)]

**PwC's Chief Purpose And Inclusion Officer Shannon Schuyler Wrote, "We Should Reflect On The Truth That Our Country's Long History Of Societal Systemic Racism."** "Shannon Schuyler [...] Chief Purpose and Inclusion Officer, PwC US [...] On Monday, we commemorate the life of Martin Luther King Jr. and we should reflect on the truth that our country's long history of societal systemic racism has hardwired a set of durable and stubborn biases that often decides who wins and who loses, who's a threat and who isn't, who is a friend and who is a foe." [PricewaterhouseCoopers, [01/15/21](#)]

**Schuyler Said PwC Would Work To "Advance Racial Equity Public Policy."** "We will continue to stand up to racism, to host more candid conversations about race and privilege, and to band together with our CEO Action for Diversity & Inclusion™ leaders to help drive collective change in our workplaces and in society through our CEO Action for Racial Equity fellowship to advance racial equity public policy." [PricewaterhouseCoopers, [01/15/21](#)]

**Raytheon's Chief Transformation Officer Is On NAM's Board, Yet The Company Has Touted A "Major Multi-Year Plan" To Advance Equity, Including \$500 Million Advance Education And "Community Wellbeing," \$25 Million To Help "Ethnically Marginalized Communities," And Advance Related Public Policy.**

**Raytheon Technologies Chief Transformation Officer Michael R. Dumais Is On NAM's Board Of Directors.** [National Association of Manufacturers, accessed [10/07/21](#)]

**May 2021: Raytheon Technologies Issued A Statement Titled "Stronger Together: Advancing Diversity, Equity And Inclusion"** [Raytheon Technologies, [05/24/21](#)]

**In The Statement, Raytheon Detailed Its "Major Multi-Year Plan To Create Meaningful And Measurable Progress" In Diversity, Including "Community Engagement" And "Public Policy."** "Raytheon Technologies recently launched a major multi-year plan to create meaningful and measurable progress advancing diversity, equity and inclusion (DE&I) across the company and beyond. The Pillars for Action include four distinct DE&I focus areas: workforce diversity, community engagement, public policy and supplier diversity." [Raytheon Technologies, [05/24/21](#)]

**Raytheon's "Community Engagement" Actions Included \$500 Million To Advance Education And "Community Wellbeing," \$25 Million To Address Food Insecurity And Education In "Ethnically Marginalized Communities," And Other Efforts.** "Committing to Connect Up, a 10-year, \$500 million corporate responsibility initiative to advance equitable opportunities in STEM education, career development and community wellbeing, as well as employee challenge to take on one million acts of service; [...] Committing to a five-year partnership with SMASH to establish a STEM immersion program for high school students of color with individualized support through college and into early career; [...] Committing to donate \$25 million over five years to address education and food insecurity in racially and ethnically marginalized communities; [...] Sponsoring and/or participating in scholarship, mentorship and fellowship programs to help build our pipeline of diverse leaders; [...] Promoting employee volunteerism initiatives (including virtual) in support of education and mentorship." [Raytheon Technologies, [05/24/21](#)]

**Raytheon's "Public Policy" Actions Included Advocating For Education Reform Based On "Data About Underrepresented Communities" And Lobbying To Support Black And Hispanic Students In STEM Education.** "Using data about underrepresented communities to inform our advocacy for local education reform and where we choose to locate our business operations; [...] Leading a consortium in aerospace and defense to lobby for increased programs to support Black and Hispanic students in STEM education; and establishing defense fellowships with the Congressional Black Caucus Foundation to encourage Black representation in aerospace and defense policy fields; [...] Expanding our support of the Faith & Politics Institute and the Equal Justice Initiative to advance understanding and discourse around issues of race." [Raytheon Technologies, [05/24/21](#)]

**A PPG Senior Vice President, General Counsel, And Secretary Is On NAM's Board, Yet The Company Has Committed \$20 Million To Causes That "Will Address Systemic Racism And Boost STEM And Other Education Opportunities For Minorities," With An Executive Noting "An Urgent Need" To Boost STEM Education In Marginalized Communities.**

**PPG Senior Vice President, General Counsel and Secretary Anne Foulkes Is On NAM's Board Of Directors.** [National Association of Manufacturers, accessed [10/07/21](#)]

**February 2021: PPG Committed \$20 Million To Diversity Initiatives That "Will Address Systemic Racism And Boost STEM And Other Education Opportunities For Minorities."** "PPG is committing \$20 million over five years to diversity initiatives that the paints- and coatings-maker says will address systemic racism and boost STEM and other education opportunities for minorities." [Pittsburgh Post-Gazette, [02/01/21](#)]

**PPG's Funding Was Intended For "Social Justice Initiatives" As Well As STEM Education And Career Advancement Efforts.** "The investment will be made through its philanthropic arm, the PPG Foundation, and includes after-school programs for STEM (science, technology, engineering and math), career and mentoring opportunities, as well as support for social justice initiatives such as criminal justice reform." [Pittsburgh Post-Gazette, [02/01/21](#)]

**A PPG Executive Said, "'There's An Urgent Need For Educating People Around STEM — Particularly Black People And Other People Of Color.'" "Malesia Dunn, executive director of the foundation and of global corporate social responsibility for PPG, said Black Lives Matter protests that erupted worldwide last year after the death of George Floyd in Minneapolis, prompted the company 'to be a bit more intentional with our giving and where it's going.' 'There's an urgent need for educating people around STEM — particularly Black people and other people of color,' she said."** [Pittsburgh Post-Gazette, [02/01/21](#)]