

## **Message from The Bridge Board on Diversity and Inclusion**

The tragic and unnecessary deaths of George Floyd in Minneapolis, of Ahmaud Arbery in Georgia, of Breonna Taylor in Kentucky, and many others, are glaring reminders of the dangers that People of Color face in their everyday lives. While many of us at Bridge can empathize with those whom have experienced racism firsthand, it is not possible to fully understand such life-altering and threatening situations. What all Americans can do, and what we at Bridge commit to do, is contribute to a solution that results in a more just and fair nation, in which all people, regardless of color, ethnicity, sexual orientation or other traits have an equal ability to succeed and prosper.

As a leader at Bridge, and as an individual, I grieve for the victims of racism. Racism has existed for far too long in our country and in our communities. We at Bridge have worked hard in the past to advance diversity and inclusion, and are proud of those efforts. But we can and should do more, and on behalf of our Board I will commit to redouble our efforts to support our diverse communities and foster a company culture that values, respects and celebrates diversity.

As riots and protests happen in and around the cities in which we live and work, let us join together. Although it is hard to pinpoint the most effective way to combat the injustices that have been laid bare over the past few days, what we do know is that racism, hate and discrimination have no place at Bridge or in the communities we serve. We will continue to be relentless in our pursuit of progress around Diversity and Inclusion.

We encourage you to remember that regardless of your place at Bridge, you can use dialogue as a tool for change. Take this time to speak with your families, your friends and your colleagues and reflect on how you feel, what questions you have, and your ideas for the future. Our collective efforts to pause and respond to our core values, especially Empowerment, amplify our response as citizens of not only Bridge, but of the nation and the world.

Below are links to three giving opportunities, the NAACP Legal Defense Fund, National Urban League, and Race Forward, which our Charitable Committee has vetted and which many of us believe are deserving of our support, both as an organization and individually, as we further implement our commitment to expanded and enhanced Diversity and Inclusion. In line with our commitment to Bridge Gives, these giving opportunities will be matched by Bridge up to \$1,000 per employee per calendar year.

[The NAACP Legal Defense and Educational Fund, Inc.](#) is America's premier legal organization fighting for racial justice. Through litigation, advocacy, and public education, LDF seeks structural changes to expand democracy, eliminate disparities, and achieve racial justice in a society that fulfills the promise of equality for all Americans. LDF also defends the gains and protections won over the past 75 years of civil rights struggle and works to improve the quality and diversity of judicial and executive appointments.

[National Urban League's](#) mission is to help African-Americans and others in underserved communities achieve their highest true social parity, economic self-reliance, power, and civil rights. The League promotes economic empowerment through education and job training, housing and community development, workforce development, entrepreneurship, health, and quality of life.

[Race Forward](#) brings systemic analysis and an innovative approach to complex race issues to help people take effective action toward racial equality. By catalyzing movement building for racial justice. Race Forward builds strategies to advance racial justice in policies, institutions, and culture in partnership with communities, organizations, and sectors.

Best regards,

Robert Morse and The Bridge Board

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