

## OUR COMMITMENT TO PROGRESS

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

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

We believe racial equity is achievable in our state.

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

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

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

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

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

### WE COMMIT TO BE ACCOUNTABLE AND TRANSPARENT. WE WILL:

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

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

## **SIGNERS TO OUR COMMITMENT TO PROGRESS**

- **Brad Tilden, Chairman & CEO, Alaska Air Group**
- **Dennis Vermillion, President & CEO, Avista**
- **Kerri Schroeder, Seattle Market President, Bank of America**
- **Erin Kilmer Neel, Executive Director & Chief Impact Officer, Beneficial State Foundation**
- **Mark Suzman, CEO, Bill & Melinda Gates Foundation**
- **Stan Deal, President & CEO, Boeing Commercial Airplanes**
- **Eric Zimpfer, Vice President, bp Cherry Point Refinery**
- **Tony Christensen, President & CEO, Christensen**
- **Craig Jelinek, President & CEO, Costco Wholesale**
- **Elizabeth A. Cowles, Chairman, Cowles Company**
- **Stan H. Ryan, President & CEO, Darigold, Inc.**
- **Mark Mitchke, President & CEO, Delta Dental of Washington**
- **Peter Kern, CEO & Vice Chairman, Expedia Group**
- **Angela Dunleavy-Stowell, CEO, FareStart**
- **Marc Tremblay, President, Fluke Corporation**
- **Heather Redman, Co-Founder & Managing Director, Flying Fish Partners**
- **Barbara Hulit, Senior Vice President, Fortive Corporation**
- **Thomas J. Lynch Jr., MD, President & Director, Fred Hutchinson Cancer Research Center**
- **Earl W. Overstreet II, President, GMI**
- **Phyllis Campbell, Chair, Pacific Northwest Region, JPMorgan Chase**
- **Susan Mullaney, President, Kaiser Foundation Health Plan of Washington**
- **Matt Hill, Seattle Market President, KeyBank**
- **Jeff Vincent, CEO, Laird Norton Company LLC**
- **Bart D. Ricketts, CEO, Lease Crutcher Lewis**
- **Sue Anderson, Vice President of Operations, Lumen**
- **Tom Alberg, Managing Director, Madrona Venture Group**
- **Dean Allen, CEO, McKinstry**
- **Brad Smith, President, Microsoft**
- **Brad Gray, President & CEO, NanoString Technologies**
- **Steve McConnell, Managing Partner, NBBJ**
- **Doug Bowser, President, Nintendo of America**
- **Erik Nordstrom, CEO, Nordstrom**
- **Tobin Booth, CEO, OneEnergy Renewables**
- **Aric Coffman, MD, Executive Vice President, OptumCare Pacific Northwest**
- **Will Daugherty, President & CEO, Pacific Science Center**
- **Nikolaj Gilbert, President & CEO, PATH**

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## **SIGNERS TO OUR COMMITMENT TO PROGRESS**

- Michael A. Senske, Chairman & CEO, Pearson Packaging Systems
- Stan McNaughton, CEO, PEMCO Mutual Insurance Company
- Julie Sandler, Managing Director, Pioneer Square Labs
- René Ancinas, Chairman & CEO, Port Blakely
- Jeffrey Roe, President & CEO, Premera Blue Cross
- Mary Kipp, President & CEO, Puget Sound Energy
- Mary Pugh, CEO & Chief Investment Officer, Pugh Capital Management, Inc.
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- Tony Mestres, President & CEO, Seattle Foundation
- H.S. Wright III, CEO & Founder, Seattle Hospitality Group
- Tod Leiweke, CEO, Seattle Kraken
- Kevin J. Mather, President & CEO, Seattle Mariners
- Chuck Arnold, President, Seattle Seahawks, First & Goal Inc.
- Adrian Hanauer, Majority Owner, Seattle Sounders FC
- Alisha Valavanis, CEO & General Manager, Seattle Storm & Force 10 Sports Management
- Frank Blethen, Publisher & CEO, The Seattle Times
- Stephen Sundborg, S.J., President, Seattle University
- Brad Jackson, CEO, Slalom
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- Brent Beardall, President & CEO, WaFd Bank
- Peter Stanton, Chairman & CEO, Washington Trust Bank
- Devin Stockfish, President & CEO, Weyerhaeuser Company
- Geoff Wood, CEO & Co-President, Windermere Services Company
- Rich Barton, Co-Founder & CEO, Zillow

Our coalition continues to grow. Learn more at [employers4equity.org](http://employers4equity.org).

Signer List Current as of: January 29, 2021

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