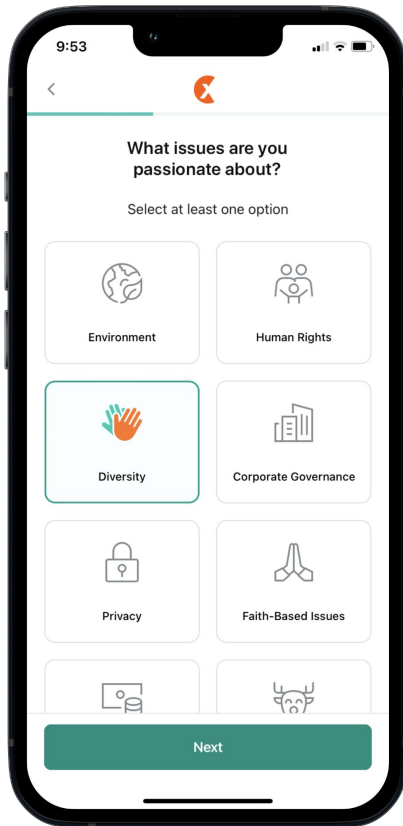


## Racial Justice and Diversity



### WHAT IS RACIAL JUSTICE AND DIVERSITY?

Racial justice is the systemic fair treatment of people of all races, resulting in equitable opportunities and outcomes. Diversity is a term that refers to the variety of different perspectives represented on a team. Studies have shown that groups that are diverse in gender, race, and age perform better, make better decisions, and earn more revenue.

### HOW DOES RACIAL JUSTICE AND DIVERSITY APPEAR IN PROXY VOTING?

Racial justice appears on proxy statements in various ways. Topics include concerns of boards lacking diversity, a technology company's algorithms leading to discriminatory outcomes, racial pay gaps, and the company's diversity, equity, and inclusion efforts.

### RECENT EXAMPLES OF RACIAL JUSTICE AND DIVERSITY

- Travelers faced a proposal that would require them to Ensure Insurance Policies do not Cover Police Racist Brutality. Travelers does not disclose specific policies or programs to reduce the risk of racist police brutality, such as a risk management specialization or training, education, or audits focused on prevention of racially motivated police abuses and brutality (5/22).
- Intel shareholders asked them to analyze whether written policies or unwritten norms at Intel reinforced racism in company. Intel's current workforce includes 5% African American and 10.5% Hispanic/Latinx. An independent third-party audit will review (5/22).

### SHAREHOLDER IMPACT ON RACIAL JUSTICE AND DIVERSITY

Home Depot shareholders voted in majority support for the board to oversee an independent racial equity audit analyzing Home Depot's adverse impacts on nonwhite stakeholders and communities of color. Input from civil rights organizations, employees, and customers are encouraged (5/22).

### How You Can Make An Impact:

Get involved. Sign up for the Civex email and access for the forthcoming app. As a shareholder you can ensure the companies you're invested in hear your voice. We now see unions, state comptroller's, retirement fund managers, foundations, and even religious organizations using the power of their shares to tell corporations what's important to them.