



## Rose Companies Stands With the Anti-Racism Movement

The recent flagrant murders of Rayshard Brooks and George Floyd at the hands of the police made visible to the world the daily risk of being Black in America. Their deaths were preceded by the tragic and senseless killings of Walter Scott, Eric Harris, Eric Garner, Freddie Gray, Michael Brown, Philando Castile, Breonna Taylor, Ahmaud Arbery, and scores more.

This overwhelming pattern of inequality and indignity has exposed generations of unacknowledged grief and given rise to demonstrations across the nation and around the world, asking when and how this racism, poverty and inequality of health and opportunity will end.

The demonstrators ask: can we create a United States in which Black Lives Matter? We stand with the demonstrators, our colleagues, our communities and all of those who are working to overturn the deep-rooted racial divisions in our society and to create a world in which Black lives are no longer systematically targeted and endangered.

We hope that the deaths of George Floyd and Rayshard Brooks are a tipping point, in which the American people come together and say, "enough". There is much to be done, and the path forward is not easy.

Anti-racism lies at the core of our Communities of Opportunity work. We will continue to strengthen and support our Communities of Opportunity Program to help our residents increase well-being and move out of poverty.

As a company, we are deepening our listening to our employees. We recognize the pain of our Black colleagues, residents, and community members who have carried this burden for far too long.

We have set out on the following initial steps:

- Form a company-wide committee to explore the issues of equity, diversity, and inclusion in our company, establish a vision of what we want to become and outline a pathway to get there.
- Support our employees' community engagement with a Company Matching Gift Program that targets their own communities of opportunity and areas of interest.
- Identify and implement company-wide education and training programs to advance our learning about racism, unconscious bias, and microaggressions.
- Create an internal social media group for Diversity, Equity and Inclusion and other employee interest groups.

This work must be nurtured with love. Dr. Martin Luther King called the fruit of this "a beloved community". That is our vision, our goal, our work, our joy.

