

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.

Our coalition of employers is committed to supporting Black Washingtonians and building a future rooted in equity for all. We start by setting collective goals to advance equity in the private sector workplace and by committing to hold ourselves accountable. We will listen and learn from those with lived experience and partner with business and community leaders, advocates, and other stakeholders working to advance racial equity in our state. We will remain steadfast in our commitment.

WE COMMIT TO DRIVING RACIAL EQUITY IN THE PRIVATE SECTOR WORKPLACE. 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 in advancing racial equity in our workplaces and our communities. Collectively, we have set a goal that the total of coalition employers' individual investments will reach \$2 billion over five years.

WE COMMIT TO BE ACCOUNTABLE AND TRANSPARENT. WE WILL:

- Make racial equity a long-term priority for our organizations.
- Set measurable targets for our 2030 goals, assess progress, and publicly report on our collective results.

WE COMMIT TO ADVOCATE FOR PUBLIC POLICIES THAT WILL ADVANCE RACIAL EQUITY IN OUR STATE. TO BEGIN, WE WILL:

- Advocate for a robust public 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.

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

- Ben Minicucci, CEO, **Alaska Air Group**
- Gerald E. Johnson II, EVP Health Equity & Chief Diversity Officer, **American Heart Association**
- Dennis Vermillion, President & CEO, **Avista**
- Benson Porter, President and CEO, **BECU**
- 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**
- Steve Mitchelmore, Managing Director & Seattle Office Leader, **Boston Consulting Group**
- Eric Zimpfer, Vice President, **bp Cherry Point Refinery**
- John Steach, Ed.D., CEO, **The Center for Educational Effectiveness**
- Tony Christensen, President & CEO, **Christensen**
- Craig Jelinek, President & CEO, **Costco Wholesale**
- Elizabeth A. Cowles, Chairman, **Cowles Company**
- Joe Coote, CEO, **Darigold, Inc.**
- Mark Mitchke, President & CEO, **Delta Dental of Washington**
- Hilary Laney, Owner & CEO, **Evia Events**
- Peter Kern, CEO & Vice Chairman, **Expedia Group**
- Angela Dunleavy, CEO, **FareStart**
- Jason Waxman, President, **Fluke Corporation**
- Heather Redman, Co-Founder & Managing Director, **Flying Fish Partners**
- Olumide Soroye, President & CEO, Intelligent Operating Solutions, **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**
- 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**
- Imelda Dacones, MD FACP, Market President, **Optum Care Washington**
- Will Daugherty, President & CEO, **Pacific Science Center**
- Nikolaj Gilbert, President & CEO, **PATH**
- 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**

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SIGNERS TO OUR COMMITMENT TO PROGRESS

- Jeffrey Roe, President & CEO, **Premera Blue Cross**
- Mary Kipp, President & CEO, **Puget Sound Energy**
- Mary Pugh, CEO & Chief Investment Officer, **Pugh Capital Management, Inc.**
- Troy Roper, President, **R&R Rentals**
- Eric Artz, President & CEO, **REI**
- Ryan Lawler, Area President Northwest Area, **Republic Services**
- Craig Dawson, President & CEO, **Retail Lockbox, Inc.**
- Michelle R. Seitz, Chairman & CEO, **Russell Investments**
- Roy F. Heynderickx, Ph.D., President, **Saint Martin's University**
- Clay B. Siegall, Ph.D., President & CEO, **Seagen, Inc.**
- David Bley, Interim CEO, **Seattle Foundation**
- H.S. Wright III, CEO & Founder, **Seattle Hospitality Group**
- Tod Leiweke, CEO, **Seattle Kraken**
- John Stanton, Chairman, **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**
- Eduardo Peñalver, President, **Seattle University**
- Brad Jackson, CEO, **Slalom**
- Randy Karr, CEO, **The Spur Group**
- Kevin Johnson, President & CEO, **Starbucks**
- David Dearie, President & CEO, **Ste. Michelle Wine Estates**
- Margaret Meister, President & CEO, **Symetra**
- Mike Sievert, President & CEO, **T-Mobile**
- Steve Brooks, President, **UMC**
- Stu Vander Hoek, President, **Vander Hoek Corporation**
- Tonita Webb, CEO, **Verity Credit Union**
- Gary S. Kaplan, MD, Chairman & CEO, **Virginia Mason Health System**
- Bill Hilf, CEO, **Vulcan Inc.**
- Brent Beardall, President & CEO, **WaFd Bank**
- Peter Stanton, Chairman & CEO, **Washington Trust Bank**
- Kathy Rogers, Executive Vice President, **Western States American Heart Association**
- Devin Stockfish, President & CEO, **Weyerhaeuser Company**
- Geoff Wood, CEO & Co-President, **Windermere Services Company**
- Loria B. Yeadon, President & CEO, **YMCA of Greater Seattle**
- Rich Barton, Co-Founder & CEO, **Zillow**
- Jeff Yurcisin, President & CEO, **Zulily**

Our coalition continues to grow. Learn more at employers4equity.org.

Signer List Current as of: May 11, 2022

COALITION SPONSORS

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SUPPORTING SPONSORS:



seattle metropolitan chamber of commerce

