



## Resources for Racial Justice and Black Allyship



As a firm with economic, social, and governance (ESG) principles at its core, we are deeply saddened and upset by the ongoing injustices our Black family and friends continue to endure. The past weeks have led to a movement of intolerance for racism and brutality and a call for allyship. Reynders, McVeigh acknowledges that while our firm's majority is white, we have a duty to learn from, listen to, and fight alongside our fellow Black Americans in achieving racial justice.

The oppression and persecution of Black people in America have gone on long enough, and Reynders, McVeigh joins our Black communities in fighting for the equity and justice that they have been long overdue. Over the last weeks, the Firm has held space for sharing reflections and resources so that we may all

become better educated and identify actions we can take to be allies to the Black community and fight against racism both at Reynders, McVeigh and in each of our own communities.

As part of our shareholder engagement, we will continue to leverage our collective voice through the investments we recommend and to which we allocate client assets. Racial justice has been and remains a part of our investment research and selection process.

Below are some resources we are sharing to better educate ourselves and others, and to help us engage with and deepen our commitment to racial justice.

### Education:

- Advocacy toolkit: [New Era of Public Safety](#)
- Website: [Active Bystanders Guide](#)
- [Make Time to Vote](#)
- [Nonprofit Professionals Advisory Group](#)
- Printable timeline: [400 Years \[of Inequality\] Timeline](#)

### Articles:

- [The Case for Reparations](#) by Ta-Nehisi Coates
- [103 Things White People Can Do for Racial Justice](#)
- [10 Steps to Non-Optical Allyship](#)
- [How to Make This Moment the Turning Point for Real Change](#)

### Books:

- [White Rage: The Unspoken Truth of Our Racial Divide](#) by Carol Anderson
- [Why We're Polarized](#) by Ezra Klein
- [Just Mercy](#) by Bryan Stevenson
- [The New Jim Crow: Mass Incarceration in the Age of Colorblindness](#) by Michelle Alexander

### Video:

Documentary: [13th](#)

### Listen:

Podcast: [The Systems that Protect the Police](#)

### Social media influencers to follow:

- Instagram: [Rachel Cargle](#)
- Instagram: [Mireille Harper](#)
- Personal website: [Jessica Norwood](#)
- Personal website: [Anasa Troutman](#)
- Instagram: [South Asians 4 Black Lives](#)
- Instagram: [Boston Ujima Project](#)

### National organizations we have supported:

- [Minnesota Freedom Fund](#)
- [National Bail Fund Network](#)
- [The Bail Project](#)
- [Movement 4 Black Lives](#)
- [Campaign Zero](#)
- [Black Lives Matter](#)
- [ACLU](#)
- [NAACP](#)
- [Color of Change](#)
- [Equal Justice Initiative](#)
- [Black Emotional and Mental Health Collective \(BEAM\)](#)
- [The Loveland Foundation](#)
- [Holistic Black Healing Collective](#)
- [BlackFem](#)
- [Legal Rights Center](#)

### Local organizations we have supported:

- [Massachusetts Bail Fund](#)
- [Massachusetts Innocence Project](#)
- [Transformative Culture Project](#)
- [Wally's Cafe Jazz Club](#)
- [Showing Up for Racial Justice \(SURJ\)](#)
- [Help Rebuild TJ Williams Construction](#)

### Invest:

Reach out to your portfolio manager for details on how your assets are already invested with a racial justice lens. We work to align your assets with your values by tailoring portfolios to the types of causes you support while supporting your financial needs. We can share with you our research process and shareholder engagement work we do for the companies and organizations we invest in. There is a wide spectrum of inclusion for racial equity in our underlying investments. We applaud organizations that are at the forefront of racial equity as well as encouraging those beginning their journey toward racial equity.