

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 injustice 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 and listen and to 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.

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

Below are some resources we have shared with each other to better educate, engage, and deepen our commitment to racial justice.

EDUCATION:

- The Case for Reparations by Ta-Nehasi Coates [Atlantic Article](#)
- Advocacy Toolkit for a New Era of Public Safety [Obama.org](#)
- Active Bystanders Guide [MIT Meditation](#)
- Make Time to Vote [Corporation Toolkit](#)
- Nonprofit Professionals Advisory Group [NPAG](#)
- 400 Years of Inequality Timeline [Printable Timeline](#)

ARTICLES:

- 75 things white people can do for racial justice [Medium Post](#)
- 10 Steps to non-optical allyship [@mireillecharper post](#)
- How to make this moment the turning point for change [Medium Post](#)

BOOKS:

- White Rage by Carol Anderson [Bloomsbury](#)
- Why We Are Polarized by Ezra Klein [Simon and Schuster](#)
- Just Mercy by Bryan Stevenson [EJI](#)
- The New Jim Crow by Michelle Alexander [The New Press](#)

VIDEO:

- 13th Documentary [Netflix Original](#)

LISTEN:

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

SOCIAL MEDIA INFLUENCERS:

- Rachel Cargle- instagram @ [rachel.cargle](#)
- Mireille Charper- instagram @ [mireillecharper](#)
- Jessica Norwood- personal website [Jessica Norwood](#)
- Anasa Troutman- personal website [Anasa Troutman](#)
- South Asians 4 Black Lives- instagram @ [Southasians4blacklives](#)
- Boston Ujima Project- instagram @ [bostonujimaproject](#)

ORGANIZATIONS WE HAVE SUPPORTED:

- [Minnesota Freedom Fund](#)
- [National Bail Fund](#)
- [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 your financial needs and values. We can share our research process and shareholder engagement work for the companies and organizations we invest in. There is a wide spectrum of inclusion of racial equity in our underlying investments. We applaud organizations that are at the forefront of racial equity and encourage those beginning racial equity.