

## **The 2020 Belonging Pledge – A Commitment to Advance Racial Equity**

September 9, 2020

#2020BelongingPledge

The events of spring 2020 will be chronicled as the next milestone in the fight for racial justice and equality. A global pandemic, resulting in unemployment for 40 million Americans, followed by yet another brutal death at the hands of police officers set off a wave of protests and civil unrest in more than 75 U.S. cities

*In response, Confluence Members and partnering investor networks launched a pledge for racial equity. We call it the Belonging Pledge, #2020belongingpledge.*

We believe that racial equity belongs throughout the investment process, in the investment committee meeting, and, ultimately, in how decisions are made about capital deployment. Achieving racial equity is typically presented as daunting, perhaps even unattainable for some minds. But change is possible with sincere commitment, clear goals, and measurable benchmarks. Most importantly, change must begin with a shift in the prevailing racially homogenous culture and exclusivity that ultimately perpetuates racial bias and inequity within the investment industry and investors' portfolios.

We must all do our parts right now to stand up for racial equity. We don't have a moment to lose. For investors this means building systemic solutions that will rebut racial inequity by changing the way we make decisions about the deployment of capital. For certain, this is no easy task. *But the first step is simple: commit to the discussion no matter how uncomfortable it may be.*

The Confluence community has been at the vanguard of progressive investment for a decade. It's our role to move the line down the field. We ask all our members and partners to commit to the Belonging Pledge. For those of you that already hold racial equity core to your investment process, we ask that you commit to pushing that agenda to the next level this summer.

### **CALL TO ACTION**

***“We commit to discussing racial equity at our next investment committee meeting. We will move our agenda forward on this. We will share our next steps and results (perhaps privately), so that we can help to identify industry-wide barriers and the technical resources required to advance the practice of investing with a racial equity lens.”***

### **SIGNATORIES**

**(Representing \$1.88 Trillion in AUM)**

3x5 Partners	Bushnell-Kessel Giving Fund	The David Rockefeller Fund
45North Partners	The California Endowment	Dietel and Partners
Abacus Wealth Partners	California State University, Dominguez Hills	Domini
Adasina Social Capital	The California Wellness Foundation	East Bay Community Foundation
Agility/ Perella Weinberg Partners	Calvert Impact Capital	EcoEnterprises Fund
Aaim Partners	Cambridge Associates	EFM Investment and Advisory
Aimee Christensen	Capital for Change	Energy Foundation
AJL Foundation	The Caprock Group	Fair Food Network
Arjuna Capital	Capshift	FFI
Align Impact	Catalyst at Large	Figure 8 Investment Strategies
Amalgamated Bank	Ceniarth LLC	First Affirmative Financial Network
Angeles Investment Advisors	Change Finance	Flat World Partners
Arborview Capital	City Light Venture Capital	Fresh Pond Capital
Arizona State University Enterprise Partners	Clean Yield Asset Management	Fund for Democratic Communities
Athena Capital	CNote	The Fund for New Jersey
Avivar Capital	Cogent Consulting PBC	Generation Investment Management
Ballentine Partners	Commonfund	Global Endowment Management (GEM)
Blended Value Group	Community Capital Management	Godeke Consulting
Blue Highway Growth Capital	Community Investment Management	Gratitude Railroad
Babcock Consulting	Community Reinvestment Fund	Green Alpha Advisors
Bonwood Social Investments	Compton Foundation	Green Retirement, Inc.
Boston Common Asset Management	Congruent VC	GRID 202 Partners
Boston Trust Walden	Cornerstone Capital	Grove Foundation
Breckinridge Capital Advisors	Croatan Institute	HCAP Partners
Bronze Investments	CSFund	

High Noon Advisors	The Mary Reynolds Babcock Foundation	Robert & Patricia Switzer Foundation
Honeytree Investment Management	The Mighty Arrow Family Foundation	Rockefeller Brothers Fund
Horizons Sustainable Financial Services	Mission Driven Finance	Rockefeller Philanthropy Advisors
ICA Fund Good	Morgan Family Foundation	Root Capital
Ides Capital	MOZAIK Philanthropy	Roy and Patricia Disney Family Foundation
Impact America Fund	MultiGreen Properties, LLC	RSF Social Finance
Impact Assets	Nathan Cummings Foundation	The Russell Family Foundation
Impact Shares	Natural Investments	San Francisco Foundation
Impax Asset Management	New Energy Nexus	The Sapelo Foundation
Inclusive Prosperity Capital	New U Venture Partners	Scherman Foundation
Invesco	Nia Community Fund	The Schmidt Family Foundation
Investor Advocates for Social Justice	Northfork Financial	Sierra Club Foundation
Investure, LLC	North Berkeley Wealth Management	Singing Field Foundation
i(x) investments	Northstar Asset Management	Solidago Foundation
J Aduke Consulting	Ocean Foundation	Sonen Capital
Jantz Management LLC	Omniresearch Group	SRI Wealth Management Group, RBC Wealth Management
Jessie Smith Noyes Foundation	Pathstone	Sunwealth Power
John Merck Fund	Penney Family Fund	SustainVC
Jonathan Rose Companies	Pratt Institute	Syntrinsic Investment Counsel
JumpScale	Rally Assets Inc.	Terra Alpha Investments
Laird Norton Family Foundation	Reinventure Capital	Tiedemann Advisors
Libra Foundation	Renewal Funds	Thomas Scattergood Behavioral Health Foundation
Local Invest New Mexico	Rethink Education	Threshold Foundation
Low Income Investment Fund (LIIF)	Reynders, McVeigh Capital Management, LLC	Transform Finance
Lupoff Friends and Family Interests LLC	Roanhorse Consulting	

Trillium Asset  
Management

Turner Impact Capital

UpSpring

Uprising

Veris Wealth Partners

Wallace Global Fund

Warren Wilson College

Warsh-Mott Legacy

Wege Foundation

Wetherby Asset  
Management

Whistle Stop Capital

William Caspar Graustein  
Memorial Fund

Winthrop Rockefeller  
Foundation

Wireframe Ventures

Woodcock Foundation

Zeal Capital

Zevin Asset Management,  
Inc.

Net Impact

Social Venture Circle

The ImPact

U.S. Impact Investing  
Alliance

USSIF

## **PARTNER NETWORKS**

Diverse Asset Managers  
Initiative (DAMI)

Hip Hop Caucus

Impact Capital Managers

Intentional Endowments  
Network

Investor Advocates for  
Social Justice

Native Women Lead