



# Hedge Fund Association

## BLACK LIVES MATTER

The Hedge Fund Association believes that the killings by police of George Floyd, Breonna Taylor and so many other black people are horrific and wholly unacceptable. We must all recognize that systemic racism is real and should be addressed honestly by our industry and society. It is also vital that we open our eyes to the unconscious biases that limit opportunities for our black colleagues, and we must counter them with support, education and action.

As an all-volunteer global industry trade organization, it would be easier to stay in our lane and avoid speaking out. However, it should not be controversial or partisan for any of us to stand up for anti-racism, equality and human rights. So, yes, let us agree with one voice that Black Lives Matter.

In our 20+ year history HFA has made significant progress in boosting diversity in our leadership ranks and at our events. We can and we will do more. Today the HFA pledges to:

- Speak out against police brutality and racism;
- Work to better educate ourselves and our members on the challenges faced by black founders, industry professionals, principals, investors, and portfolio managers and amplify their voices;
- Continue to foster greater diversity among our leaders and speakers;
- Encourage our entire industry to actively develop and support solutions to level the playing field and build a community of inclusion; and
- Donate proceeds from the next three HFA events to charities focused on improving the lives of black people.

Now is the time for the HFA and our industry to do the hard work of self-reflection with a commitment to justice and equality. We will keep you informed on our progress, hold ourselves accountable, and we invite your feedback.

Sincerely,

HFA Global Board of Directors, Committee Leaders and Regional Directors

