

THOUGHT LEADER

We believe in the **GlassPockets** principle that when funders transparently share their experiences and insights, learning can be accelerated and scaled.

Our **DEI statement** and the accompanying contextual notes have helped various organizations develop their own statements. Other foundations and nonprofit organizations have reported using these resources as a tool to educate their staff and board members.

For McKnight, the DEI document served as a starting point—a North Star to guide future decisions. From it, we created a DEI action plan to make concrete changes to our organizational policies, procedures, and practices. It was foundational to the creation of our **2019–21 Strategic Framework** and the Vibrant & Equitable Communities program, dedicated to a more equitable Minnesota.

With enough people behind them, words can also shift outcomes. For example, in May 2020, McKnight joined 118 faith-based investors with a combined \$2.3 trillion in assets to sign a **statement** calling on publicly traded meat processing companies to strengthen Covid-19 safety in plants for its workers. Investor pressure is particularly important, as it underscores calls from workers (predominantly people of color and immigrants) and communities—counterbalancing the federal government's focus on meat supply at the expense of safety. The statement resulted in several major meat companies, including Tyson and Sanderson Farms, bolstering Covid-19 protection for their workers.

And some statements have the simple goal of joining our colleagues and communities in expressing our profound grief. Certainly, that was the case when we wrote our statement about the **murder of George Floyd**, or when our president, Tonya Allen, wrote a **Twitter thread** expressing her pain over the killing of Daunte Wright, a 20-year-old man shot by a police officer in Brooklyn Center.



A NOTE ON STATEMENTS

Speaking up in unison on behalf of inclusion and justice can lead to a crescendo that counters voices of intolerance and hate. In the past few years, we've issued or signed on to public statements that stood for our core value of equity, and represented ways we embed an equity approach into all areas of our work.

Here are some recent statements that we have joined in collective action:

- **[We Stand for Democracy](#)** statement that opposed laws restricting voting rights, published in the *The New York Times*, the *Washington Post*, and other major newspapers
- A **[White House Initiative on Inclusive Economic Growth](#)** that calls for structural reforms to capital markets and increased community investing to close the racial wealth gap and address climate change
- AAPIP **[Open Letter to Philanthropy](#)**: *The Cure to Viral Racism Is Within Our Hands*
- Philanthropic Collective to **[Combat Anti-Blackness & Realize Racial Justice](#)**
- **[Don't Cut the Census Short](#)** letter to the US Secretary of Commerce

