

Essential Workers: COVID-19 and Racial Equity

Seventh Generation Interfaith
February 19, 2021

Welcome!

- ▶ Participants will be in listen only mode until the Q&A section.
- ▶ Please also place your questions in the Chat box
- ▶ We will make recording and slides available and post on our website

Reflection: *A Prayer for Discomfort*

Lord, help us wallow in our discomfort,
Stew in our unease,
Sit with our disquiet.

As we journey through this
Racialized pandemic,
Seeing
Clear inequities,
Anger,
Hurt.
Aid us in our focus.

How are we people for and with others?
Help us open our eyes
As we look at our own community.
What do they look like?
What voices are absent?

Help us acknowledge our history:
What have we done to exclude, persecute, and silence?
How have we been complicit?
Forgive us for not being there, for not doing enough.

How can we invite, empower, and lift up these voices?
We need to do better.
We need to move now.
Who can we invite to our tables?

Help us go to the margins,
Especially those at our own institutions.
Let us
Stand with the lonely,
The sick, the persecuted, those who have been violated.
Let us sit with them,
In our own unease.

Help us listen to these voices.
Help us reflect.
Help us prayerfully act.
Help us rise,
Not to erase our discomfort
But to be fully present,
Seeking solidarity,
Seeking repentance.

Lord, help us wallow in our discomfort,
Let us lean in. Amen.

Our Companions

▶ Corey Klemmer

Director of Engagement
Domini Impact Investments



▶ Hannah Lucal

Associate Director
Open MIC



Our Itinerary

- ▶ **Foreseeable Failures**
- ▶ **Essential Workers in COVID**
- ▶ **Racial Equity**
- ▶ **Questions and Answers**

Foreseeable Failures

PANDEMIC: UNPREPARED



ECONOMY: UNPROTECTED

53% lacked emergency savings



27.9M lacked health insurance



21.3M lacked adequate broadband



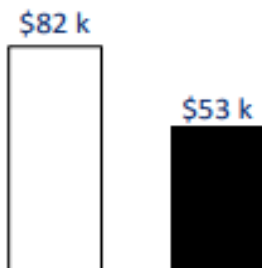
33.6M lacked paid sick leave



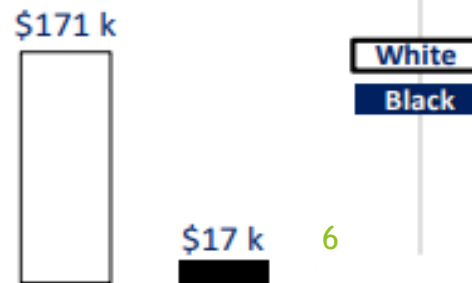
Sources: [Savings](#); [Leave](#); [Insurance](#); [Broadband](#)

SOCIAL JUSTICE: GLARING GAPS

INCOME

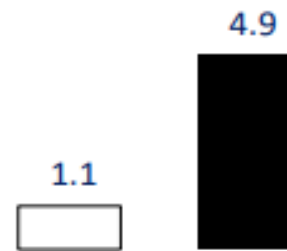


WEALTH



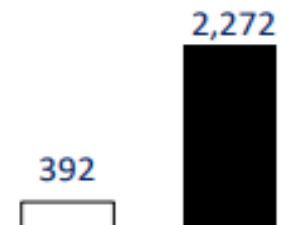
KILLED BY POLICE

(Unarmed, per 1M)



IN JAIL

(per 100k males 16+)



Relevant SGI 2021 filings

Google

amazon

 CoreCivic



Kroger



 Tyson

Our Itinerary

- ▶ Foreseeable Failures
- ▶ **Essential Workers in COVID**
- ▶ Racial Equity
- ▶ Questions and Answers

Core Values

Universal Human Dignity

We seek investments that promote universal values of fairness, equality, justice and respect for human rights.

Ecological Sustainability

We seek investments that promote long-term environmental sustainability, including climate-change mitigation and adaptation.

Tools for Impact



Standards



Community
Investing



Engagement

Translate & Engage

- Public Statements
- Corporate Dialogues
- Shareholder Proposals
- Proxy Voting

Translate & Engage

Investor Statement on Coronavirus Response

- Set out 5 core recommendations for companies
- 336 signatories with over \$9.5tr today
- Subsequent references and campaigns

Paid Leave at Kohl's

- Shareholder proposal filed, review pending at SEC
- Requested study of permanently providing paid leave to employees

Translate & Engage

Workforce Equity at Disney and Chipotle

- Withdrew two proposals based on amendments to board responsibilities
- Comp committee charged with oversight of entire workforce
- Forthcoming engagements with relevant directors

Worker rights and safety at Amazon

- Ongoing dialogues with the company
- Recent letter on neutrality

Translate & Engage

Diversity & Inclusion Disclosure at Tesla

- Withdrew proposal for first DEI report
- Report revealed hire rates, promotion rates, and representation
- Planned follow up to drive improvement

Japanese Board Diversity

- History of engagement, 42 companies last year, 36 this year
- Avg. women on boards grew from 9.3% to 12.6%
- Strong proxy voting policies

Translate & Engage

Forced Uighur Labor in Apparel Supply Chains

- Contacted H&M, Nike, LiNing, and adidas
- Drive improved practices on supply chain traceability and accountability



Corey Klemmer, Director of Engagement
cklemmer@domini.com 212-217-1027

Before investing, consider the Funds' investment objectives, risk, charges, and expenses. Contact us at 1-800-582-6757 for a Prospectus containing this and other information. The Domini Impact Equity Fund is not insured and is subject to certain risks including impact investing, portfolio management, information, market, recent events, and mid- to large-cap companies' risks. You may lose money.

The Domini Impact International Fund is not insured and is subject to certain risks including foreign investing and emerging markets risk, geographic focus risk, country risk, currency risk, impacting investing risk, and portfolio management risk. You may lose money.

Investing internationally involves special risks, such as currency fluctuations, social and economic instability, differing security regulations and accounting standards, limited public information, possible changes in taxation, and periods of illiquidity. The Adviser's evaluation of environmental and social factors in its investment selections and the timing of the Subadviser's implementation of the Adviser's investment selections will affect the Fund's exposure to certain issuers, industries, sectors, regions, and countries and may impact the relative financial performance of the Fund- positively or negatively - depending on whether such investments are in or out of favor. Public health crises caused by the COVID-19 outbreak may exacerbate other pre-existing political, social and economic risks in certain countries or globally.

Nothing herein is to be considered a recommendation concerning the merits of any noted company, or an offer of sale or solicitation of an offer to buy shares of any Fund or company referenced herein. Such offering is only made by prospectus, which includes details as to the offering price and other material information.

Our Itinerary

- ▶ Foreseeable Failures
- ▶ Essential Workers in COVID
- ▶ **Racial Equity**
- ▶ Questions and Answers



What are we up to today?

- What does it mean for investors to support the movement for **racial justice**?
 - How are **tech and media companies** perpetuating racism and threatening human rights globally?
 - What is Open MIC doing to support shareholders in addressing big tech's **surveillance business model**? How can I get involved?
- 

Racial Justice Investing network

Our Values: Racial Justice

Racial justice and equity are guiding principles for a world in which all systems of oppression are abolished. For our work, we acknowledge that capitalism in the United States is rooted in racism, extracting resources from communities of color in order to maintain power for a white elite. Centering racial justice as a value demands centering the voices, experiences, cultures and intellect of people of color in envisioning economic systems that honor the liberation and humanity of all people.

See all of RJI's working values [here](#)

How do investors practice this value?

- Following the leadership of Black, Indigenous and People of Color organizers when engaging companies or making investment decisions.
- Moving money to BIPOC-led efforts to create a just economy that works for everyone.
- Learning how investment institutions perpetuate racial capitalism.





"Actually, we're just getting started."

In Open MIC's work for racial justice, why do we focus on tech companies?

“Throughout history, small groups of people have taken resources from the vast majority of people, in order to have power.

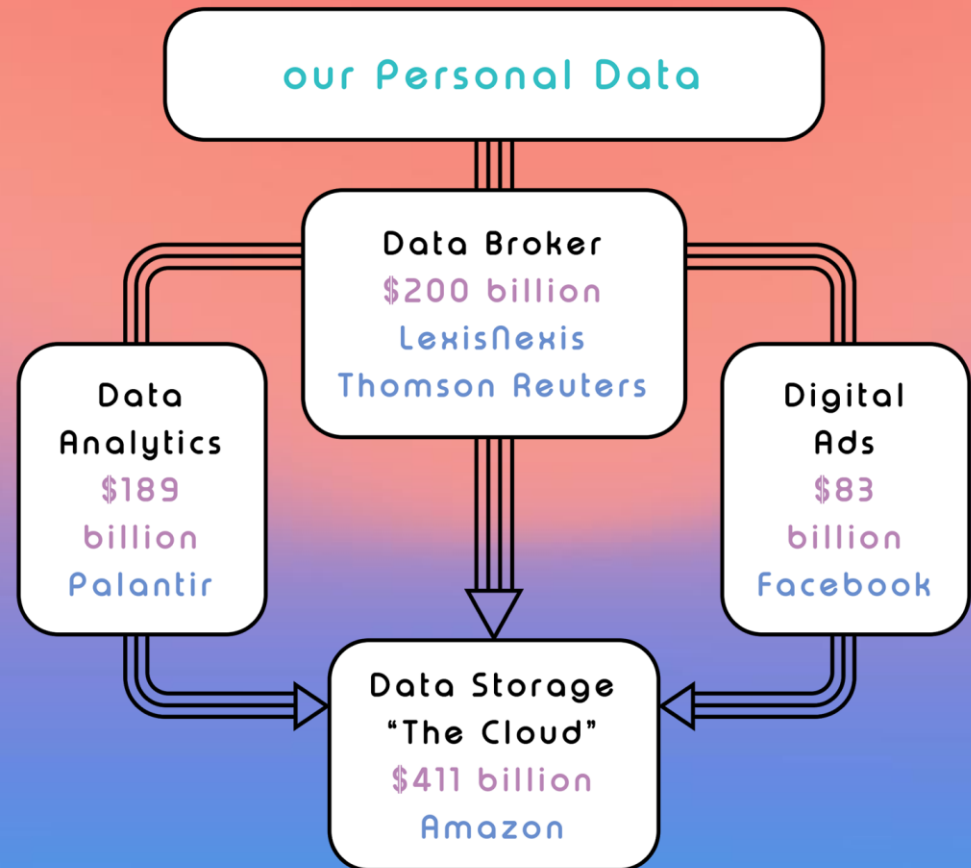
Tech companies are repeating this old cycle, and **data** is the new thing that's being taken to build up wealth and power for a select few.”

— Mijente's #NoTechForICE campaign

“Our data is worth **trillions** of dollars. It is the most valuable resource today.

That’s why tech companies make it hard to figure out what data they are collecting and how they are using it.”

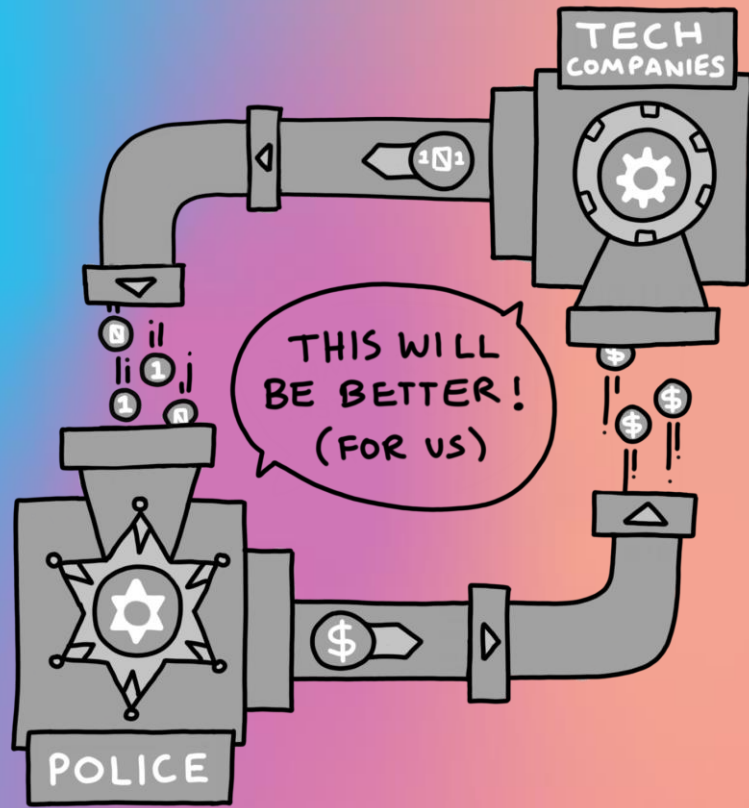
— Slide Text & Graphic → by Mijente



Tech Tools Used by Police & Justice System

- Facial Recognition Software
- Surveillance Cameras
- Gunshot Detection Systems
- Automated License Plate Readers (ALPR)
- Body Cameras
- Drones
- Robots
- Biometrics
- Ankle Shackles/Geo Location Tracking
- Algorithms for Bonds/Release
& Risk Assessment
- Predictive Policing Databases

Graphic by Mijente



Graphic by Mijente

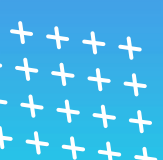


But surveillance isn't safe.

Here's a quote from the Movement for Black Lives policy platform on defunding police:





We know the safest communities in America are places that don't center the police. What we're looking for already exists, and we already know it works. We need look no further than neighborhoods where the wealthy, well-connected, and well-off live, or anywhere there is easy access to living wages, healthcare, quality public education and freedom from police terror.



Examples of Systemic Racism . . .

. . . And How Tech Companies Perpetuate It

Racial Profiling by Police	<ul style="list-style-type: none">● Police use of facial recognition leads to false arrest of a Black man in Michigan● Police use of Ring data leads to real-time surveillance in Mississippi
Family Separation by ICE / Criminal (In)Justice System	<ul style="list-style-type: none">● Palantir tech, hosted by Amazon cloud, enables ICE to carry out detention and deportation efforts
Voter Suppression	<ul style="list-style-type: none">● Facebook allows elected officials to spread voting disinformation, and incite violence against Black people
Housing Discrimination	<ul style="list-style-type: none">● Facebook's algorithms allowed advertisers to discriminate based on race, age and gender in housing, employment and credit ads.

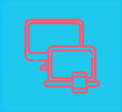


“Whiteness is not something I would limit to white people. We all have to begin to understand, as writers, artists, academics, nurses, doctors, engineers, IT people, and anybody making an algorithm, that if we are not careful we are reinstating the tenets of whiteness.”

— Claudia Rankine (Writer, Poet, Artist)

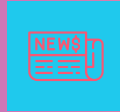


Open MIC supports shareholder campaigns:



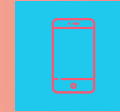
Establishing Civil & Human Rights Governance

Alphabet, Facebook, Twitter.



Urging Advertisers to Stop Fueling Online Hate Speech and Misinformation

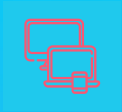
Omnicom, Home Depot.



Addressing the Harms of Surveillance Tech (Rekognition, Ring, etc.)

Amazon.

Open MIC supports shareholder campaigns:



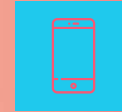
**Seeking Transparency
around Government Data
Requests**

Alphabet



**Requesting Stronger
Protection of Tech Ethics
Whistleblowers**

Alphabet



**Assessing the Role of
Algorithmic Decision
Making in Misinformation**

Facebook

Those closest to the problem are closest to the solution

Following the leadership of People of Color

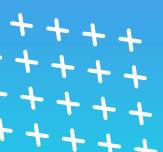
“MSNBC recently revealed that Russian operatives had been posing as Black people to spread misinformation. Black women have been chronicling this fakery for years. Even though Black women were the first to expose the alt right six years ago, their work and the alarms they’ve rung consistently remain uncredited and unheard. Platforms often take weeks to intercept targeted harassment of Black women, to the point where other users simply describing the abuse and delay of intervention are targeted.”



— Sydette Harry, Wired [“Listening to Black Women: The Innovation Tech Can't Figure Out”](#)



What can **investors** ask companies to do?

- **Respond to the needs and demands of BIPOC communities most impacted by racist tech**
- **End ties with government agencies (like ICE and police) who are using companies' technology in harmful ways**
- **Assess the impact of sales of unregulated surveillance tech products + services**
- **Establish stronger governance and oversight around civil and human rights issues, including at the board-level**
- **Support regulation — but only when it is supported by communities most likely to be harmed by the technology (don't do what Microsoft did in California!)**





“...artificial intelligence systems are at their core ‘systems of discrimination’... There can no longer be any doubt that emerging digital technologies have a striking capacity to reproduce, reinforce and even to exacerbate racial inequality within and across societies... Technology is a product of society, its values, its priorities and even its inequities, including those related to racism and intolerance.”

— Tendayi Achiume, United Nations Special Rapporteur on contemporary forms of racism, racial discrimination, xenophobia and related intolerance



TWITTER — @openmicmedia

WEB — www.openmic.org

EMAIL — hlucal@openmic.org, mconnor@openmic.org

**RJI —
[racialjusticeinvesting+subscribe@googlegroups.com](https://www.google.com/groups?ik=773885447)**

RESOURCES: Check out [Open MIC Resource List!](#)

Questions



Thank you to our Companions

- ▶ **Corey Klemmer**, Domini Impact Investments, cklemmer@domini.com
- ▶ **Hannah Lucal**, Open MIC, hlucal@openmic.org

Thank You

SeventhGenerationInterfaith.org

Resources from the Chat

Resource list:

- ▶ <https://docs.google.com/document/d/14Wk8Z0J12g25wHOGvbau7LPngePcDn2IFED-Ug4wWGw/edit#heading=h.ktqjhevsaa09>
- ▶ <http://aorta.coop/>
- ▶ <https://adasina.com/investments/#investment-criteria>
- ▶ https://www.dismantlingracism.org/uploads/4/3/5/7/43579015/okun_-_white_sup_culture.pdf