

In the last week, we've all reflected on the desperate need to deliver on the promises this country makes to each of its citizens. The most important of these are civil liberties each of us are granted by our Constitution and the laws and institutions developed to ensure they're protected. When these laws and institutions fail, they fail all of us.

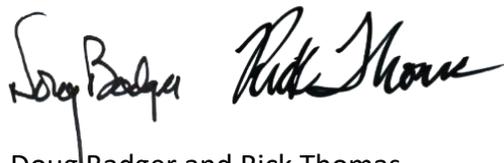
George Floyd was killed by a police officer in broad daylight, with fellow officers watching, and with witnesses videotaping for the world to see. The outrage that ensued was sparked not by how brazen this single act was, but by the continued failure of institutions designed to safeguard *all* citizens from these very abuses. The simple fact is government institutions are too often infested with a culture that negatively impacts communities of color and other marginalized communities. For meaningful and lasting change to occur, the culture in these institutions must change.

But it's not just law enforcement and the criminal justice system that need reform. As business owners in the Pacific Northwest, we're keenly aware of the lack of diversity in business leadership - indeed, we have work to do in our own company. We are committed to listening to voices in our community who deserve a seat at the table alongside us and then doing the work necessary to truly achieve equal opportunity.

We stand squarely with those voices calling for reform and an end to racism and oppressive policies that are harming the Black community and other communities of color. As business owners, we'll do our part to invest in community groups doing great work to lift up the next generation of leaders of color and then be there to provide them opportunity.

It's up to all of us to build something meaningful and lasting from this senseless tragedy.

In solidarity,

Handwritten signatures of Doug Badger and Rick Thomas in black ink.

Doug Badger and Rick Thomas
Founding Partners, Quinn Thomas