



June 14, 2020

Team,

As a follow-up to our grant to the Equal Justice Initiative earlier this month, we would like to establish Juneteenth (June 19th) as a firm holiday. Juneteenth marks the date in 1865 when enslaved Africans in Galveston, Texas learned from Union soldiers that they were free, two years after Abraham Lincoln signed the Emancipation Proclamation. Often considered African Americans' Independence Day, it is often celebrated with parades and backyard barbeques.

This year, we can't help but feel painfully aware of the unfulfilled promises of that liberation, as the killing of unarmed black men and women reflect back to us the dogged persistence of racial injustice, not just in America but around the world.

We hope each of you will mark this day with reflectiveness and consider what role you, and we, can play in redressing the injustices that plague our country. Democracy is slow; we have begun a process of idea generation, but if any of you have ideas as to how we can speed up getting from freedom to equal justice and opportunity, please share them with us – we would like to do more than just give money.

George