



FRIENDS RESEARCH INSTITUTE, INC.
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The tragic death of George Floyd has created an inflection point in American society, spurring a national and international discussion regarding racism, injustice, and inequality, which is timely in light of the international effect of COVID-19 having increased and magnified the enormous social inequities that disproportionately impact communities of color. Unfortunately, Mr. Floyd's brutal and senseless death by Minneapolis police officers adds to a long list of unjust and unwarranted deaths of African Americans by law enforcement officers. In the past, such tragedies have briefly resonated in the collective consciousness of a large swath of the American public, and cries for justice echoed across the nation. However, these moments of national unity and outrage were often short-lived, superseded by other events that moved them into yesterday's news – except in the Black and Brown communities in which such occurrences are all too familiar.

This time, however, seems different...

Many Americans from all ages and backgrounds have engaged in nationwide protests demanding racial and social justice. This is a moment in our nation's history when staying silent about the stubborn durability of long-standing racism and inequities faced by African Americans and other minorities is simply unacceptable. Instead, such issues must be addressed directly. In this regard, we are guided by the words of Dr. Martin Luther King Jr., who stated "History will have to record that the greatest tragedy of this period of social transition was not the strident clamor of the bad people, but the appalling silence of the good people."

Friends Research Institute will not remain silent. We stand with the African American community and all racial/ethnic minorities in their fight to end structural racism and address social inequities that disproportionality impact communities of color. For over 60 years, our scientists have worked to improve health and well-being among disadvantaged populations by reducing health disparities through education and developing and testing prevention and intervention approaches to increase self-empowerment and expand access to substance use disorder treatment. Although we have been committed to such efforts for more than a half a century, we realize that we must do more. FRI has been and will continue to be diligent in our employment practices to ensure an equitable and inclusive workplace culture that promotes diversity and provides opportunities for racial and ethnic minorities to improve their lives and live with dignity. We invite our staff and collaborators to let us know how we can do better. We pledge to listen, and learn, and try to do more to bring forth a more just society that respects the human rights of all people to live their lives free from discrimination and injustice. To show our support of this important effort to make lasting change, we are making a \$10,000 donation to the Equal Justice Initiative, an organization committed to fighting racial and economic injustice in the U.S.

All of us can make a difference in combating these entrenched and enduring issues.

Sincerely,

Hon. Robert G. Rassp
Chairman of the Board

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