



## The need to transform systems has never felt more urgent.

The convergence of the health, racial, and economic crises have unmasked long-standing inequities in Black, Indigenous, low-income and communities of color. The most recent killing of Black men and women — George Floyd, Ahmaud Arbery, Breonna Taylor and Tony McDade among a too-long list of names — has sparked a more public outcry and consensus about the reality of racial injustices that were built into our systems and compounded over time. Additionally, Black, Indigenous, Latinx and Asian communities are suffering the brunt of the COVID-19 pandemic, and more people are seeing how structural and institutional racism lead to inequities in systems like education, employment, public health, housing, environmental conditions and food security.

The need to transform systems and provide immediate relief to support youth, families and community residents and create a more equitable future for everyone has never felt more urgent. A growing movement is demanding transformational change. Only by shifting power to Black, Indigenous, Latinx and Asian communities will we advance racial justice and create a more equitable and inclusive society in the United States.

We, the undersigned local, regional and national leaders in government, philanthropy, business, education, health and human services, advance this Equitable Recovery Pledge for the well-being of youth, families and community residents, centering people of color and creating solutions together, with particular attention to the Black, Indigenous, Latinx and Asian communities that continue to be harmed by oppressive systems and wide inequities. We are dedicated to the principles outlined by [PolicyLink's Principles for a Common-Sense, Street-Smart Recovery](#) to build an inclusive economy and equitable nation that works for all by: 1) centering racial equity, 2) putting people first, 3) investing in community infrastructure, 4) building an equitable economy and 5) protecting and expanding community voice and power.

To support the development of more just and equitable systems and structures as we navigate a path out of this crisis, we commit to:

- **LISTEN** to and work with youth, families and community residents to center lived experiences of people most affected by inequities in our recovery response to support equitable, healthy and resilient communities;
- **NAME** the systemic factors that produce racial inequities that have been exacerbated by COVID-19 and use data — disaggregated by race, ethnicity, gender and geography — and stories to influence system leaders to take action to address inequities;
- **CATALYZE ACTION** to mobilize cross-sector partners to shift resources, policies, relationships and power structures; implement targeted strategies to align resources to youth, families and people of color; and advance equitable outcomes at scale; and
- **SHIFT POWER** to increase the participation and leadership of Black, Indigenous, Latinx and people of color in the work of recovery and resiliency for the long term.

We make these commitments together because it will take concerted, aligned efforts to improve at a national level. We commit to work together to support local leaders who are also committed to these actions. When leaders at all levels across sectors align actions centered in community experience toward systems transformation, we can advance social, economic, health and racial equity and achieve results at scale.

## Local and national leaders signed on

Bloomberg Associates	Kirwan Institute for the Study of Race & Ethnicity
Campaign for Black Male Achievement	Low Income Investment Fund
The Center for the Study of Social Policy	MENTOR
Cities United	National League of Cities
Communities In Schools	Natural Resources Defense Council
Community Solutions	Ounce of Prevention Fund
The Educare Learning Network	PolicyLink
The Education Trust	Results for America
Enterprise Community Partners	Save the Children
FUSE Corps	StriveTogether
Harlem Children's Zone	Strong, Prosperous, And Resilient Communities Challenge
Independent Sector	Teach Plus
Institute for Healthcare Improvement	Third Sector
KABOOM!	United Philanthropy Forum