

BKD'S STANCE AGAINST SYSTEMIC RACISM

The highly publicized and unacceptable series of deaths of Black Americans, including most recently George Floyd, is a tragic reminder of the seen and unseen effects of violence, racism, and oppression against Black people across the United States. This incident, and the all-too-similar incidents in the past, are inflicting pain deep within the broader Black community—and more specifically, on our Black friends, colleagues, and neighbors at BKD.

We want to be clear in our stance that racism and oppression in any form will not be tolerated by BKD. The fear that some live with based solely on the color of their skin is unthinkable and unacceptable. BKD is paying attention, and we are committed to doing our part to help our society address this need for change.

First, and most importantly, we unequivocally stand in solidarity with our fellow colleagues of color who have been directly and indirectly affected by current and past events. Inclusion, acceptance, and equality are embedded within [BKD's PRIDE values and culture](#), and firm leadership is committed to doing our part to make sure our workplace is safe and welcoming and provides opportunities for all—no exceptions.

When we look at what we can do to help bring about change, the first place we should always start is with ourselves. The [BKD SKY initiative, introduced in 2014 to enhance our firm's focus on inclusion and diversity](#), is very clear on this point. We encourage our team members to develop an awareness of our unconscious biases so we can build the cultural and emotional competence to better understand our co-workers, clients, and members of our community. We need to learn to value the diversity between us. Seeing each person for the unique individual they are is critical, regardless of race, gender, or any other characteristics. Working together, we can turn our differences into a source of new strength.

We will not waiver in our support for what is right and fair for our team members, our communities, and our country.



Ted D. Dickman, CEO
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