



To Our Market Science Community,

Today we write to you in solidarity with the Black community of the Twin Cities and greater Minnesota with a solemn commitment to reflection and learning. Over the past two weeks, we have been listening to the voices in our community and working to hold ourselves accountable for our role in systems that perpetuate injustice. The reprehensible murder of George Floyd at the hands of an officer sworn to protect and serve is yet another reminder of the profound inequality our society has been built upon for centuries. For too long, the scientific community has been complicit in creating a system built on the power differential of a racist society. We can no longer pretend that science happens outside the context of society, instead we must embrace the responsibility of dismantling an unjust system and rebuilding. To that end, we stand with our communities in affirming that Black Lives Matter.

Equity, diversity, and inclusivity are at the core of our mission and will continue to be our focus moving forward. But we have room to grow and to align our programming to our ideals. We feel a deep sense of responsibility to reflect on how we can oppose the systems of oppression that undermine the existence of an inclusive scientific community. We know this will not be an easy journey, nor one that will result in meaningful change overnight, but we are committing ourselves to listen, learn, and act. Starting immediately, we are taking the following actions in response to the continued racial violence and inequity:

1. We are committed to examining our recruitment practices, both for the session leaders delivering programming and for the leadership positions within our working board, to create a more diverse team. This means developing partnerships with the Office of Equity and Diversity to ensure we are recruiting with inclusive strategies and communicating opportunities broadly. We are also committed to offering financial compensation for all session leaders and working board members to recognize the labor of our team.
2. We are examining how the work we present in our communities is framed within the context of society. We will work to embed conversations about the impact of science on communities into all of our work moving forward and highlight the contributions of underrepresented scientists.
3. We will expand our investments into under-resourced communities in the Twin Cities, focusing on partnerships that allow us to allocate our resources to the communities that are in the most need.
4. We will work to more meaningfully engage with the communities we are a part of, emphasizing a two-way relationship that provides our partners with opportunities to direct the content and form of our programming. We will invite members from our community partners to sit on our working board and participate in the governance of our program as affiliated board members to incorporate new perspectives.

Over the coming months, we will be working to implement these actions that we have committed to above. We welcome all of the Market Science community to join us in this effort. If you are committed to change and want to be a part of working for more just and equitable communities please reach out. We need all hands on deck.

The Market Science Working Board