

# Black Lives Matter.

## **Concordia stands in solidarity, grief, and outrage with the Black community.**

We see and honor the lives of countless Black people tragically and unspeakably taken from their loved ones by a system steeped in white supremacy which we continue to fund and protect.

## **Here at Concordia, we acknowledge our firm's position of privilege and power to influence change.**

We value that our work challenges inequities and encourages alternatives, and therefore recognize the responsibility to resist exclusion, prejudice and injustice in our individual lives and as a collective, *recognizing white supremacy as an institution that architecture and planning has historically furthered*, and perform work that aligns with dismantling these values.

## **We draw from the rich African tradition and culture that defines New Orleans.**

We are indebted to the Black Community, who we support and hold up through our work. It is not enough to work for equity: we must be actively anti-racist. We must proactively defend Black life, support Black businesses, and center Black voices in all areas of our work.

Ultimately, words are not enough. Our actions must push society toward a just future. Concordia commits to the following actionable steps in practicing anti-racism through our work:

- Concordia staff has participated in and continues to support the local Campaign for Equity New Orleans through the Race and Equity Institute and Groundwater Sessions. We pledge to continue our collective and individual work to address injustices and institutional racism.
- We will continue our anti-racist training and education through twice-yearly internal retreats and encourage employees to utilize their professional development funds for personal anti-racist training materials.
- We seek out partners who are committed to anti-racist values and will speak out against racist practices and ideals.
- Each project will undergo contextual scrutiny to consider whether the size, scale, and type is appropriate and beneficial to the livelihood of its Black neighbors.
- Concordia will seek projects that allow Black individuals and families to develop property to promote Black generational wealth.
- We are committed to offering our design services to Black clients at an adjusted rate.
- We will urge our developer clients to hire, lease, and/or partner with Black-owned businesses so that projects are reflective of the neighborhoods they occupy. Concordia pledges to be a liaison to connect developers and Black-owned businesses together.
- We commit to displaying and distributing this message in our office and employee handbook, on our website, and to all of our clients.

Yours in Solidarity,

The Concordia Team