



The nation's leading shareholder advocate, changing corporations for good.

SEEDS *of* CHANGE

Racial Justice + Corporations

Black Lives Matter is the largest social movement in the history of this country.



Corporations are making statements in support — but statements are easy. Ensuring that People of Color are hired, paid, promoted, and retained equitably is less so.

We cannot allow the corporate response to be merely words.

Together, we can compel **action**.

- We've gathered data on corporate Racial Justice statements, analyzed it, scored it, and made it public at asyou sow.org/racialjustice
- Hiring, wage, and promotion info by gender and racial group is critical, too — take a look at asyou sow.org/workplacediversity
- With leaders and laggards identified, we're engaging directly with companies, to compel real, meaningful action

Now is the time to move swiftly toward a just work environment — to hold corporations accountable for how they treat their workforce.

**Thank you for standing with us.
Thank you for making it possible.**

INSIDE:

SYSTEMIC RACISM

The newest **Invest Your Values** tool, tackling the prison industrial complex



CLIMATE

Banks' fossil fuel financing creates real climate harm — but banks are finally stepping up. Your support is making that happen

2020 IMPACT

The change you made



Invest Your **Values**

Prison Free Funds

For-profit firms are flooding the enormously profitable private prison and border detention industries, lobbying for harsher policing and longer sentencing, even for non-violent offenders.

Most 401(k) plans and mutual funds hold corporations that profit from private prisons and border detention.

Prison Free Funds lets you find out, and helps you find alternatives.

Together, we can fight back against the prison industrial complex. prisonfreefunds.org



BANKS Finally Step Up — in a big way

Banks continue to finance oil & gas companies and projects, locking in fossil fuel use for decades. When we first starting talking about “financed emissions,” banks outright denied responsibility. This year alone, thanks to you,

- **JPMorgan Chase**, the world’s largest fossil fuel lender, and **Goldman Sachs** announced they would stop funding Arctic oil & gas projects and increase restrictions on coal funding
- **Wells Fargo, Goldman Sachs, Bank of America, and Morgan Stanley** committed to figure out *how* to measure their full carbon footprint, including from their loan portfolios
- Then, **Bank of America, Citibank, and Morgan Stanley** agreed to *actually* measure and disclose their financed emissions — and then,
- **Morgan Stanley and JPMorgan Chase announced they will align their financed emissions with the Paris Agreement: net-zero by 2050. JPMorgan made the announcement after an astounding 49.6% of shareholders supported our resolution.**

It’s impossible to overstate the importance of these actions. It sets a strong bar for other banks. It puts business on notice that access to capital is going to depend on climate change action. It’s the beginning of the end for fossil fuel access to unlimited capital.

You are changing the world of climate finance. Thank you.

2020 IMPACT

Here's just some of the progress you drove this year —

- **Kroger**, the nation's largest grocery chain, committed to make its packaging 100% reusable, recyclable, or compostable
- **Starbucks** agreed to shift from single-use to reusable packaging, and to conduct unprecedented research to promote customer behavior change, develop reusable container goals, and cut its global packaged waste 50%
- **Colgate-Palmolive** began shipping the first recyclable toothpaste tube. About 400 million toothpaste tubes are discarded every year in the U.S., and 1.5 billion globally
- **YUM! Brands (KFC, Taco Bell, Pizza Hut)**, the world's largest quick service restaurant company, agreed to end polystyrene foam packaging globally. Together with McDonalds and Dunkin' Donuts, this means 2+ billion fewer Styrofoam containers *every year*
- **Kellogg's** committed to phase out glyphosate as a pre-harvest desiccant in its wheat and oat supply chains
- **Campbell's** and **JM Smucker** agreed to take steps toward reducing pesticides / pesticide risk in supply chains
- **General Mills** is expanding the regenerative farming commitment it made to us last year. Suppliers already are seeing more pollinators and birds returning to farms
- **Morgan Stanley, Gilead Sciences, JPMorgan Chase, MasterCard, and MetLife** agreed to substantial commitments on workplace equity and diversity reporting and disclosures. Public reporting is the first step to accountability
- **Arizona Public Service** announced it would deliver 100% clean, carbon-free electricity to customers by 2050 and end all coal-fired generation
- **Duke Energy**, the U.S.'s largest utility, **Dominion Energy**, and **Southern Co** all set goals to achieve net-zero GHG emissions
- **General Electric** announced its exit from coal in the new build power market
- **Uber** committed to become a net-zero platform and to set a Science-Based Target to reduce its emissions to align with Paris

Thank you. These are your victories. This progress is yours.



Funding Racial Justice

The George Floyd murder and the national outrage kindled an introspection at *As You Sow* that resulted in launching a Racial Justice initiative without dedicated funding. We as a group simply could not stand by when our expertise could move the needle, in a way that mattered.

Your gift is the resource that makes this possible.

We were able to launch this work only because of your belief in us. We cannot allow empty statements of support for Racial Justice that are not backed with action. Together, we'll hold corporations accountable.

We've got the data. Now we'll go one-on-one with the companies.

Will you help?

The number of companies we take on depends directly on how much money we raise.

Make it happen. Give today.



Yes. This moment matters.

I WANT TO HOLD CORPORATIONS ACCOUNTABLE!

Give online today: asyousow.org/donate

As You Sow gets big companies to make big changes, to benefit people, planet, and profit. Because the corporations creating the problems have got to be part of the solution.



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