



Dear [SENIOR LEADER],

The global pandemic and civil unrest in response to racial injustice in America has illuminated the appalling inequities that negatively impact the lives and livelihoods of Black Americans. These stark inequities are the product of past and present systemic and individual racism and they permeate every aspect of U.S. society. Following the events of last summer [COMPANY NAME] [SUMMARIZE COMPANY'S PUBLIC/INTERNAL RESPONSE/COMMITMENTS].

Last year, Management Leadership for Tomorrow (MLT) announced a new Certification – the MLT Black Equity at Work Certification – which will help take our existing diversity and inclusion approach a step further. I've pasted additional background about MLT below, and you can find out more about them [here](#).

The MLT Black Equity at Work Certification is a clear standard and roadmap for companies that want to achieve Black equity. It would require our company to take the same results-oriented approach with Black equity as we take with quarterly earnings and our other core business priorities. The Certification will assess where we are today and provide guidance and benchmarks as we develop a one-to three-year plan that will allow [COMPANY NAME] to continue making real progress on diversity, equity, and inclusion.

You can learn more about the Certification [here](#) and if you're interested in speaking with a representative from MLT, I would be happy to arrange or support any next steps. In the meantime, let me know if you have any questions.

Thanks, and hope to speak with you soon,
[NAME]

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About MLT Black Equity at Work

In 2020, MLT launched the MLT Black Equity at Work Certification, calling on corporate America to take a stand on the right side of racial equity. As a first-of-its-kind clear and comprehensive standard for employers committed to achieving Black equity, the Certification provides the roadmap, support, and recognition necessary to enable and encourage employers across America to pursue Black equity with the same rigor and results oriented applied to other key business priorities. The companies that have committed to becoming certified Black equity workplaces include: Amazon, Ameren, Ares Management, Arnold & Porter, Bain Capital, BlackRock, Boston Consulting Group (BCG), Capital Group, Cargill, the Charles and Lynn Schusterman Family Foundation, DaVita, Deloitte, EIS Group, Gibson Dunn, Harvard Business Publishing, kyu Collective, Moody's, PNC, State Street, VF Corporation, ViacomCBS, Walker & Dunlop, WarnerMedia, and Workday. Seed funding for the initiative was provided by the Charles and Lynn Schusterman Family Foundation, Ballmer Group, and The John D. and Catherine T. MacArthur Foundation. Learn more at <http://www.mltblackequityatwork.org/>.

About Management Leadership for Tomorrow

Management Leadership for Tomorrow (MLT) is a national nonprofit working to transform our country's leadership pipelines and increase access to the American Dream. MLT provides Black, Latinx, and Native American talent with the coaching, playbook, and networks they need in order to excel in high-trajectory careers, secure economic mobility for their families, and become high-impact senior leaders equipped to advocate for vulnerable communities. MLT also provides a comprehensive solution for institutions, which combines best-in-class recruitment, retention, and diversity strategy offerings. Learn more at <http://www.mlt.org/>.