

## To Our Community:

As Americans across this country deal with the personal and professional disruptions from the COVID-19 pandemic, and now march in protest of systemic racism and inequality, it is clear that we still have a long way to go. In this time of challenge and outrage, it is even more incumbent on us in the business community to model the behaviors and practices of acceptance, diversity and inclusiveness that have built this nation into the strongest economy in the world.

On behalf of the businesses and professionals who provide the outstanding services that create the enviable quality of life for our community, we express our heartfelt sympathies to the families of those innocent men and women who have been needlessly killed, including Breonna Taylor, Ahmaud Arbery and George Floyd, and all the others who have been harmed or harassed by authorities due to their race or ethnicity.

We are grateful for the vast majority of those responsible for public safety who are brave and fair and put themselves in danger every day to protect the rest of us. But we are ashamed that a handful of those responsible for safety have made their communities unsafe for so many of our fellow Americans, especially African Americans. We stand united behind the calls for peaceful protest. But we vigorously denounce those that abuse the rights of free speech and free assembly to harm others, vandalize and loot businesses, and disrupt our communities.

We applaud the difficult decision of Palo Alto city officials to order a curfew beginning tonight as an emergency measure to help ease tensions and protect lives and property. This creates an added but necessary burden on our families and our businesses, but public safety is always the top priority. But a curfew it will never be a solution to the victimization of too many Americans or create a more equitable and just democracy. We can do better. We must do better. We are committed to being part of the solution and call on all our members to join us in this critical work.

**Judy & Charlie**