



In response to the subject of racism, MHT has engaged in a dialogue with every member of our firm to both appreciate the obstacles we face as a company and country in our pursuit of racial justice and identify solutions going forward. Frank conversations initiated by Black team members around the issues of racism in our country led to dedicated efforts to educate ourselves and improve our participation in our nation's effort to ensure every one of us is accorded the same privileges of citizenship that today aren't shared by all Americans.

MHT will use our collective talents and resources in pursuing racial justice in our country. Our firm and each individual pledge to confront racism and wherever possible prevent covert and systemic discrimination against people of color. We value our diversity as a firm and recognize our responsibility to ensure our company, industry and country's opportunities are available to every citizen without regard to race, gender, religion, or sexual orientation.

We have included links to available resources to help provide a deeper level of understanding of race and racism and a list of organizations you may want to consider supporting. These lists are not exhaustive and are in no specific order of preference.

Organizations: [Equal Justice Initiative](#), [Black Lives Matter](#), [NAACP](#)

Films: [13th](#), [Selma](#), [The Hate U Give](#)

Podcasts: [Code Switch – NPR](#), [POD Save the People](#), [The Diversity Gap](#)

Books: [Just Mercy by Bryan Stevenson](#), [Benign Bigotry – The Psychology of Subtle Prejudice by Kristin J. Anderson](#), [The Meaning of Freedom: And Other Difficult Dialogues by Angela Davis](#)