

June 4, 2020

The recent deaths of George Floyd, Ahmaud Arbery and Breonna Taylor have sparked an awakening in our country. Texas CPAs embrace the responsibility we have as trusted business advisors to be intentional in our efforts to effect change. We are heartbroken by the senseless social and racial injustice and violence happening across the United States today. We are committed to standing against systemic racism, and we believe it is no longer acceptable for any of us who disagree with racist behavior to be quiet bystanders or to ignore the unjust behavior plaguing our nation.

The Texas Society of CPAs and our 20 chapters are committed to providing leadership in diversity and inclusion to advance our members, our profession and the Texas business community. Many of us are struggling with tough questions for which we do not have the answers. But we are a profession dedicated to finding solutions.

The individual stories of our members shape experiences and perspectives, which will bring differing points of view to this dialogue. While it will not always be an easy conversation, it is the right one to have and the right time to have it. The values we hold as individuals and as a collective group, combined with our dedication to be an inclusive community, will guide our work as we build on our past efforts and learn how we can be better.

As actions speak louder than words, we commit to the following actions in immediate response to recent tragic events:

- TXCPA's Diversity and Inclusion Committee, which has been in existence since 2003, will meet next week to continue their work in this area of focus and specifically discuss recent events and TXCPA's opportunities for action.
- TXCPA leaders and staff will also join the Diversity and Inclusion Committee to continue the conversation and ensure TXCPA remains diligent in the pursuit of change.
- TXCPA will host a member forum for thoughtful discussion on the uncomfortable truths in our world and the challenges we all must acknowledge to better interact with and serve each other and our clients, companies and communities.
- TXCPA staff and Executive Board members will complete annual training in diversity and inclusion to keep the topic at the forefront of our decisions as we carry out the mission of this organization.

Through these actions and others that come from our discussions, TXCPA promises to create new opportunities for inclusion and understanding for our staff, our members, our profession and our communities. We invite you to join us in participating in meaningful dialogue and seeking opportunities to build a more just and equitable society.



Jerry Spence, CPA
Chairman of the Board



Jodi Ann Ray, CAE
President & CEO