



June 5, 2020

Icarus Consulting joins with the entire DEI community and the families of the martyrs in calling for national legislation aimed at ending racial violence and increasing police accountability. We look forward to partnering with other DEI thought leaders to create forums and programs focused on anti-racism awareness, promoting diversity and inclusion, and fostering equal opportunity. We call on our business and academic partners, civic, faith and philanthropic leaders, as well as other organizations and people of goodwill to join with us in committing to the difficult, long-term work of improving racial equity and ensuring greater accountability for equity and justice.

For many people, this is a time of awakening to the reality that has always been in front of us. And the discrimination and injustices faced by Black people all over the United States is a problem that belongs to all of us. Our team here at Icarus Consulting is grieving the senseless murders of Ahmaud Arbery, Breonna Taylor, and George Floyd—and every Black life was taken too soon at the hands of the police. Icarus Consulting is asking our allies who are not Black, to remember that your privilege does not excuse you from the responsibility that you have to rise up and speak out against violence and systemic racism because it is inconvenient or uncomfortable.

Real solidarity is not looking away or detaching from the harsh realities of a system that treats Black people as disposable. Real solidarity is not allowing guilt or shame or fear to prevent us from consistently confronting discrimination and injustice. Real solidarity is not posting a black square on Instagram and thinking, "My work here is done"—or donating and curating resources and then dusting off your hands until the next wave of protests. Real solidarity is standing shoulder to shoulder with Black people to dismantle institutional and structural racism and build a future that is rooted in equity.

While protest has proven to be a critical driver of change, it's not the only one. Diversity, Equity, and Inclusion Professionals like you have been a force for change, education, and opportunity in America for the past 30 years. Our clients, communities, and country have been deeply affected by recent events, but the DEI community is more determined than ever to drive the changes that are needed. We at Icarus Consulting extend our sincere condolences to the families of those most recently impacted by racial violence, but we owe these martyrs more. As Dr. King's words remind us, "Injustice anywhere is a threat to justice everywhere." The entire DEI profession must redouble our efforts at this moment to forge a more humane and just society.