



The senseless deaths of George Floyd, Ahmaud Arbery, Breonna Taylor, and countless others have left a deep sense of loss, anger, and hurt in communities throughout the country. These murders were not isolated incidents, but a result of a system of police brutality and racism that ignores the humanity of people of color, especially the black community. They are the result of a 400-year-old system built on the oppression of black people and other communities of color. They are the result of those in power ignoring the pleas of people rising up to say that existing systems are not just.

Feedback Labs was founded on the belief that for too long, too many people have been left out of the decision-making that affects their lives; that government, non-profits, aid, and philanthropy have overlooked the voices of those they're trying to serve; and that for the systemic changes that need to happen, sincere listening and action must be part of the solution. What we're seeing now as people take to the streets in all 50 states across the US and more than a dozen countries is a reflection of what happens when those in power continuously fail to listen and act to change entrenched systems that perpetuate inequity and oppression.

One of Feedback Labs' core values is to "leverage power where it lies for a more equitable society." While we strive to use our influence to change existing power structures to shift decision-making toward greater equity, we know that we can do more. Leaders of color in communities throughout the U.S. and the world have been, and continue to be, committed to doing the important listening (and action!) that is needed for systemic change. We commit to using our influence to highlight and support those voices. We are often in rooms with those who have the power and money to start to make systemic changes. We commit to highlighting the inequities that exist and pushing those with power to address them in meaningful ways. As a non-profit working to shift the field to be more equitable, we must continue to push our own growth as an antiracist organization. We commit to listening and learning with intention about how to use our privilege and our platform better, and to fail forward when we don't get it right.

We challenge our network to join us in these commitments. Are you listening with an intent to truly change your programming in ways that challenge existing power structures? Are you truly hearing the cries of communities pleading for fundamental changes to the world versus using your work to just help around the edges? How can you use the power you have to support a more just and equitable world? We are taking the time to ask ourselves these questions, and invite you to do the same.

In solidarity,

**Britt Lake and the Feedback Labs team**

To learn more about the connection between feedback, equity and justice, [click here](#).

To learn more about the #BlackLivesMatter movement, [click here](#).