

## Gem's Stance on Black Lives Matter Protests

At Gem, we've been both outraged and heartbroken by what's transpired in the news over the last week. We want to share where we stand on this matter, and we want to be clear that we're speaking for all Gems—not just a few of us—in taking this position. Diversity has been both a glaringly obvious and a fundamental core value of ours from the beginning. We know that we can be neither an ethical nor an adequate company if we're not addressing marginalization or equity of opportunity. We're anything but principled if we're not investing in the psychological safety of our Black and underrepresented employees, and if we don't have structures in place to ensure every one of us is holding ourselves accountable to conscientious speech and action.

Those company values include what happens outside of Gem. They include the experiences of our Black Gems and their communities, the ways they're affected by racism, by white supremacy, by police brutality, and by the less covert and insidious racisms baked into our culture. We're devastated that we have to remind our employees that they're worthy, and vital, and loved—not because we don't want to say those things; but because this world tells them otherwise. We stand with those who are protesting George Floyd's murder, and protesting Breonna Taylor's murder, and protesting Ahmaud Arbery's murder, and protesting every murder of every Black person before them that this system has allowed.

To our Black Gems, and our Black customers, and our Black communities: we see you and we love you. Your non-Black colleagues have a lot of work to do. We have blind spots to address, assumptions to strip away, ingrained biases to unlearn. But we are standing beside you, and we are listening, and we are committed to doing the work. Because we couldn't be who we are without you.