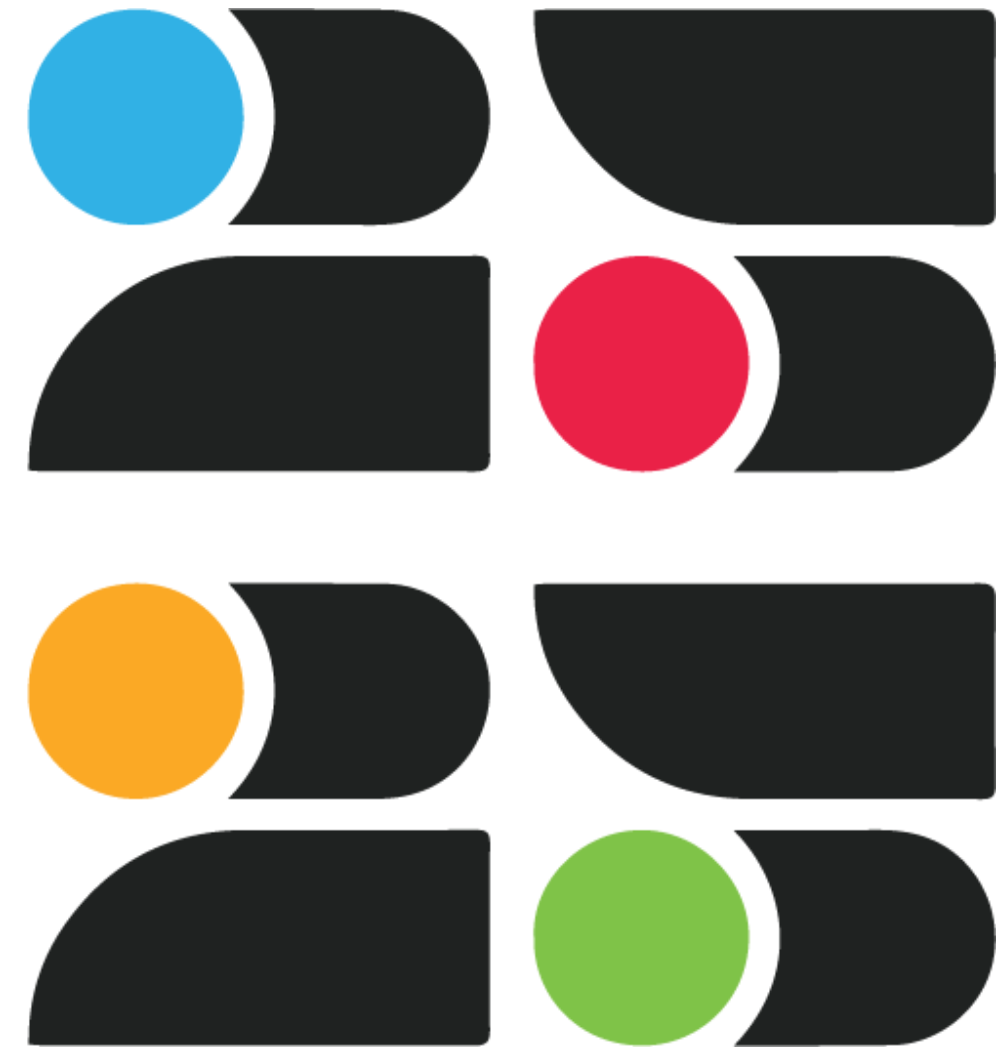




SILICON VALLEY
LEADERSHIP GROUP



PLEDGE 25X25

A Silicon Valley Movement

About Us



Silicon Valley Leadership Group

Since our founding in 1977, Silicon Valley Leadership Group (SVLG) has worked to develop, promote, pass and implement policy initiatives that benefit our members, their employees, and the Bay Area. As the tech industry moved to the forefront of our global economy, the SVLG's policy work expanded beyond the confines of Silicon Valley.

Racial Justice & Equity

In direct response to the losses of Breonna Taylor, Ahmaud Arbery, and George Floyd, our Board of Directors unanimously voted to support the formation of the Racial Justice & Equity portfolio. This portfolio, through advocacy, policy initiatives, and work with our partners, will contribute to the equity of Black, Brown and Indigenous People of Color (BIPOC) in our community and in our businesses.

About 25x25



The 25x25 Pledge challenges Silicon Valley companies to increase diversity in business leadership by setting a goal of filling 25% of executive positions with hires from underrepresented groups by 2025 OR pledging that the number of underrepresented individuals in leadership roles will increase by at least 25% by 2025

Companies that take the 25x25 Pledge **commit to the following actions:**

1. Reporting

- Diversity information and progress toward meeting committed metrics to be shared by pledged member company annually

2. Educating

- Commit employee training to be offered annually to foster inclusion and reduce unconscious bias with best practices shared and disseminated by SVLG

3. Funding

- Commit to increasing resources by 25% by 2025 for funding and/or community engagement in support of underrepresented groups and the expansion of minority talent pipelines

Join Us



The 25x25 Pledge is a key part of the **SVLG's mission to promote innovation and competitiveness** and outlines the most comprehensive game plan to diversify business in the region and nation

Pledged Companies

- SF Chronicle
- SF 49ers
- Zoom
- Western Digital
- Twitter
- Silicon Valley Bank
- SunPower
- Numly
- CalTravel
- Lumentum
- Stanford's Children's Health
- Genentech

For more information check out our **pledge25x25.com** website. For questions feel free to reach out to our team.

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