



To our colleagues, partners, and friends in the greater Sacramento Legal Community:

As we watch, and consider, the racial and socio-economic divide in our nation, and stand witness to protests and civil disobedience addressing inequality and police brutality, we are reminded that our own community calls for healing.

The death of George Floyd by law enforcement in Minnesota is too tragically similar to the countless stories we've heard over the years of individuals who have met a fateful end while interacting with law enforcement. With all of this in mind, we should focus on how the stories of George Floyd and too many others share a common thread—*the need for significant reform*.

Racial discrimination and policing are not new; they have plagued American society since our beginning as a settler state. In recent decades, with advances in social science, data shows that people of color are more likely to be unfairly profiled, treated, and unjustifiably harmed during their interaction with law enforcement.

Now is the time: we must take action.

Rev. Dr. Martin Luther King, Jr. once said, "Injustice anywhere is a threat to justice everywhere." As attorneys, we have sworn oaths to uphold the Constitution of the State of California and the United States of America, documents that guarantee rights, freedoms, and protections for everyone. We encourage our members, partners, friends, and colleagues, no matter your practice area, political affiliation, race, religion, ethnicity, or gender identity, to stand up and be proactive in a way that meaningfully impacts and shapes basic freedoms, civil rights and liberties. Here are some of the many ways our bar association will continue to be part of the solution:

- Provide free space for the legal community to launch forums and discussions around civil rights and social justice issues including free implicit bias MCLE programming for our members.
- Reinvigorate our International Human Rights and Domestic Crimes Against Humanity Committee as a task force to address ways our bar association can offer support to its diverse membership in times of crisis, including offering pro bono legal services to the community.
- Increase scholarship and grant support to students and programs that enhance diversity in the legal field.

- Collaborate with local law firms, and bar leadership, to grow our Diversity Fellowship Program which places minority law students in summer internships.
- Continue to partner with the Unity Bar Association of Sacramento, a collective of affiliate bar associations throughout Sacramento that represent religious, ethnic, gender and LGBTQ+ identified attorneys.

We stand firm in our commitment to the law and to those who uphold it. We hope this message increases awareness of issues that impact the safety of our communities, and we encourage all to be agents of social justice reform, community engagement, and positive change.

On behalf of the Board of Directors,

A handwritten signature in black ink, reading "Shanāe Buffington". The signature is written in a cursive style with a large initial 'S'.

Shanāe S. Buffington
President