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The tragic and heartbreaking killings of George Floyd, Breonna Taylor, Ahmaud Arbery, and countless other victims has reignited important discussions around systemic racial injustice and discrimination. **We recognize the tremendous outpouring of grief and anger in recent weeks and stand in solidarity with the Black community and other marginalized communities.**

Sand Hill Property Company recognizes the need for structural change and supports systemic reforms that deliver justice and equity for people of color.

We know that actions speak louder than words, and reforms can only happen when actors in the system devote resources to create change. Sand Hill works in different communities throughout the Peninsula and South Bay, and we are developing community-specific responses in each.

East Palo Alto is a very important place to us. We recognize that it is, and always has been, a majority community of color with a strong legacy of fighting for justice and equity. Therefore, our East Palo Alto teams, including Woodland Park Communities and the University and Bay / Four Corners development teams, are **making further commitments to reflect on our roles in the community and take actions to dismantle racial injustice:**

1. First, we will review all our policies and procedures, as well as the policies and procedures of our property management company and other partners, with a goal to **not just comply with the law, but also to proactively create more equal opportunity, equity, and justice.**
2. Second, we will conduct anti-racist and implicit bias training with a third-party facilitator for all our team members, to create awareness of structural challenges and our own prejudices, and to **identify and reduce implicit biases within our organizational approach.** We understand that gaining awareness of and unlearning bias is not a one-time thing, so we will also identify and implement practices for ongoing education and monitoring around this.
3. Third, we will review our community engagement strategies to ensure that we are **centering community voices** in our design, development, and operating processes, and continue to make our best efforts to **seek out and respond to authentic input and feedback.** We will also implement a regular assessment around this to ensure accountability in meeting this goal.
4. Fourth, we will review and improve our advertising and marketing policies to **affirmatively market housing and employment opportunities** in compliance with all laws and **to reach a broad range of people from racial or ethnic groups that are under-served or under-represented.** We will also implement a regular assessment around this to ensure accountability in meeting this goal.
5. Fifth, we will review and improve our procurement and purchasing policies to **ensure the inclusion of local East Palo Alto businesses and minority-owned enterprises.** When our property management or community engagement teams are seeking multiple bids or proposals, we will require soliciting at

least one bid from a local East Palo Alto business and/or a minority-owned enterprise. We will also implement a regular assessment around this to ensure accountability in meeting this goal.

6. Sixth, through our affiliated philanthropies – the SHP Foundation and the Woodland Park Communities Foundation – **we will invest further in nonprofit and faith-based community organizations that are based in East Palo Alto and/or serve the East Palo Alto community, especially those focused on lifting up people of color.** We will produce an annual report to document how we are leveraging our resources.
7. Finally, we want to **hold ourselves accountable to the EPA community by ensuring transparency on our progress.** In six months, we will provide an update on our commitments and information about the actions that we are taking to achieve a more just and equitable East Palo Alto.