

May 5, 2021

JPMorgan Chase & Co.,
Chairman and CEO James Dimon
Office of the Secretary
4 New York Plaza
New York, NY 10004-2413

Dear Chairman and CEO Dimon,

The undersigned organizations representing civil rights and community stakeholders call on you to conduct a racial equity audit that identifies, prioritizes, and creates a blueprint for remedying the adverse impacts of banking policies and practices on Black and other historically marginalized communities for centuries.

In response to the police violence and subsequent protests sparked by the killing of Breonna Taylor, Ahmaud Arbery, and George Floyd last year, JPMorgan Chase & Co. (“JPMorgan”) made an important statement condemning racial injustice, and committing to advance equity. JPMorgan pledged \$30 billion over the next five years to provide economic opportunity to underserved communities, especially the Black and Latinx communities. You stated and we concur that “We can do more and do better to break down systems that have propagated racism and widespread economic inequality, especially for Black and Latinx people. It’s long past time that society addresses racial inequities in a more tangible, meaningful way.”

However, in the months since that statement, your company has yet to show up for Black and brown consumers, employees, and other stakeholders. Actions speak louder than words. Commitments without accountability and transparency do not help to dismantle systemic racism. We demand a commitment to tangible long- term change.

That is why we are writing in support of the Service Employees International Union (SEIU)’s Capital Stewardship Program and CtW Investment Group’s request for systemically important financial institutions like yours to conduct a racial equity audit. The proposals call on the boards of directors at Bank of America, Citigroup, JPMorgan Chase, Wells Fargo, Goldman Sachs and State Street to demonstrate their commitment to racial equity by convening stakeholders, from civil rights organizations to employees and customers of color, to partner with the banks on a thorough and robust racial equity audit process.

The ongoing pandemic reveals daily the disproportionate harm endured by Black and brown communities due to their exclusion from wealth creation. Deep wounds remain. Without a comprehensive investigation of how institutionalized racism impacts policies and business practices at your institution — from mortgages and checking fees, to workplace protections, pay practices, investments in the prison industry, and issuance of municipal bonds tied to police brutality or prison construction — your public commitments to equity amount to empty promises.

Examples of discriminatory practices by the finance industry are plenty. Black homebuyers are often denied mortgages more frequently than white homebuyers, despite similar income and credit qualification, or charged excessive lending fees. Communities of color have been charged significantly higher fees for entry level financial products like basic checking accounts, with the average minimum deposit for majority Black communities charged \$80.60 versus majority white communities charged \$68.60. A recent report on closing the racial inequality gap by Citigroup found that if the Black-owned firm gap had been closed 20 years ago, the US economy may have generated \$13 trillion of revenues for investment, or 6.1 million jobs per year.

The racial equity audit should include a review whether any of your policies and practices support voter suppression. In light of the renewed efforts to curb voter turnout and limit who can vote, often made with the pretense of baseless claims of voting fraud, such a review would help to ensure that JPMorgan does not condone the rollback of hard-won civil rights and voting rights.

It is deeply important that JPMorgan take a proactive role in addressing its role in racial inequality and send a message to Black and brown communities through action. Inequity is expensive for your Black and brown customers, employees, and stakeholders — as well as JPMorgan and shareholders.

We heard what you said. Now we need to see that you are willing to be serious about change.

We look forward to hearing your response.

Sincerely,

A handwritten signature in black ink, appearing to read 'Saqib Bhatti', written in a cursive style.

Saqib Bhatti

Co-Executive Director, Action Center on Race and the Economy (ACRE) + ACRE Institute



Ryan Bowers
Co-Founder, Activest



Marc D. Bayard
Director, Black Worker Initiative, Institute for Policy Studies



Kevin Connor
Executive Director, Public Accountability Initiative



Andrea Armeni
Executive Director, Transform Finance



Bianca Tylek
Executive Director, Worth Rises