



### **NAPFA Statement on Addressing Racism and Gaps in Diversity, Equity & Inclusion**

The National Association of Personal Financial Advisors (NAPFA) stands in support of black and brown communities during this very difficult time. Discrimination, hatred and injustice are unacceptable and have no place in our society.

As an association and as individual financial planning professionals, we have an obligation and an opportunity to better understand what our profession can do to address systemic racism. NAPFA's work in this regard is ongoing, but we must and will do more.

While we have much to learn, we believe that our association and profession can contribute in at least two primary ways. Our service of diverse communities must be grounded in a mission of helping address disparities that have hindered wealth creation among black and brown communities for generations. To accomplish that goal, we must increase diversity within our profession. NAPFA is committed to ensuring these objectives remain central to our organization's focus on diversity, equity and inclusion.

Our Diversity + Inclusion Steering Committee will be convening in the coming weeks to discuss what else we can do as an organization and the support we can offer to members. While it is imperative that we act, we must ensure that our approach is anchored in substance and focused on creating lasting change.

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