



Corporate Social Responsibility Americas

Addressing racial injustice together

Dear Colleagues,

The recent acts of racism occur in tandem with unprecedented tragedy. As COVID-19 passes 100,000 US deaths and economic fallout continues, disproportionately affecting Black communities, the tragic and unjust deaths of George Floyd and several other Black citizens have unveiled a nationwide outcry for justice.

Our colleagues, neighbors and their families are not ok. At this important moment, Corporate Social Responsibility Americas recognizes the pivotal role of collective action to denounce visible and invisible discrimination and racism. In continuous dialogue with the Foundation Board, Deutsche Bank's Diversity & Inclusion and Community Development Finance, we have initiated and scaled partnerships with community organizations, foundations and leaders to address disparities whose root causes can be traced to institutional, structural and systemic racism.

Through our philanthropic pillars of community development, education and social and creative enterprise, racial equity has always been central to our Corporate Social Responsibility (CSR) strategy. However, it is difficult to dismantle inequalities so entrenched within our nation's structures. As we look to recover and rebuild our communities, we reaffirm our 2017 [commitment to advance racial justice](#) to change the culture of institutions with deeply rooted injustices and create equitable opportunities for all. To learn more about Deutsche Bank's historic commitment to Black communities, please click [here](#).

Each of us can support change, and we encourage you to donate to the nonprofit of your choice or one of our nonprofit partners listed below. We will continue to provide updates on other racial equity programs and virtual opportunities within Deutsche Bank Americas Foundation's portfolio. To request a Deutsche Bank matching gift, please click [here](#). While there are numerous ways to give, company match requests may only be submitted for tax-deductible donations of \$25 or more to 501(c)(3) charitable organizations.

[Brotherhood/Sister Sol](#)

Today, we announce a new *Born to Be* partnership with The Brotherhood/Sister Sol, an all-Black and Brown-led organization which serves low-income youth of color and their families in Harlem. This leading organization provides comprehensive and long-term wraparound services. This grant—while supporting racial justice education, youth organizing for social change and college readiness—will focus on empowering youth to address the structural barriers within their communities.

[Equal Justice Initiative \(EJI\)](#)

For the past three years, CSR Americas has partnered with EJI, an organization founded by Bryan Stevenson which is committed to ending mass incarceration and excessive punishment and to challenging racial and economic injustice. As part of Deutsche Bank's *Made for Good* creative enterprise portfolio, CSR Americas has supported education outreach for the Legacy Museum and National Memorial for Peace and Justice, which aims to end the silence about the history of racial injustice and terror in America; the development of online curricula and teaching tools to expand their Resistance to Civil Rights work beyond Montgomery, Alabama; and additional online speaker series for educators and community advocates which address contemporary issues of racial inequity.

[Schomburg Center for Research in Black Culture](#)

CSR Americas has renewed its creative enterprise support for this historic landmark in Harlem, named after former Bankers Trust employee Arturo Alfonso Schomburg, whose personal trove of historic artifacts formed the basis of now what is an 11 million-object collection. The Schomburg Center is a leading global center for the presentation and preservation of Black history and culture. With inspiration from Director Kevin Young, the Center engages communities in meaningful explorations on racial injustices through dynamic programs, research and exhibitions.

[Association for Neighborhood & Housing Development \(ANHD\)](#)

In the wake of the COVID-19 pandemic, Deutsche Bank Americas Foundation is supporting their efforts to conduct research on the high rates of COVID-19 within communities of color, and build equity throughout them. As part of Deutsche Bank's community development pillar, supporting community economic development with a focus on developing quality affordable housing, this grant also investigates a range of actions (e.g. land use decisions) that have disproportionately impacted communities of color in NYC.

[A Philanthropic Partnership for Black Communities](#)

Deutsche Bank Americas Foundation, through its creative enterprise portfolio, partnered with this organization to provide training for philanthropic leaders and program officers on incorporating a racial equity lens. Through this programming, they work to promote effective philanthropy that responds to the needs of Black communities. The Foundation also initiated a two-year creative enterprise grant to Philanthropy New York and Race Forward to refine foundation grantmaking strategies for addressing systemic racism.

[Teachers College](#)

Deutsche Bank Americas Foundation provides a *Born to Be* grant for the "Reimagining Education" Institute at Teachers College. The underlying goals of the Institute are to help foster the educational benefits of racially diverse schools and close the color gap between the nation's students and teaching force. Teachers College implements students' lived experiences within curricula, such as analyzing the relationship between the police and people in different neighborhoods.

[Center for Racial Justice in Education](#)

As part of Deutsche Bank's *Made for Good* portfolio, which strengthens low-income and mission-driven enterprises, the Foundation partnered with the Center for Racial Justice in Education to train thousands of educators to dismantle patterns of racism within schools and communities. This training focuses on educational inequities and its impact on young people, while equipping educators with the tools to effect long-term change.

[Jacksonville Public Education Fund \(JPEF\)](#)

CSR Americas supports *Born to Be* partner JPEF to empower public schools in Duval County to address system-wide gaps in equity. This year, JPEF partnered with Teaching Tolerance to broaden their Diversity & Inclusion Track to include comprehensive social justice programming. CSR Americas also continues its support for JPEF's Teacher Leadership program, which focuses on best practices for improving educational outcomes for all.

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