

PRESIDIO BAY STATEMENT ON BLACK LIVES MATTER AND DIVERSITY

June 15, 2020

With the current state of racial injustices, Presidio Bay Ventures, both as a company and as individuals, believe we cannot be silent. To be silent is to be complicit.

Presidio Bay has long been active in our community in support of underrepresented and minority groups. From our ongoing partnerships with community organizations, to our commitment to cultural and gender diversity in the workplace, we strive to make a true difference in our community. But, with all that has publicly transpired in the past few months with regard to systemic racism and implicit bias, we can all do better.

Presidio Bay and its employees firmly stand against discrimination, racism, injustice and violence against black people and all people of color. We realize that simply vocalizing our position is one thing, but specific actions are needed to bring about change.

To this end, we are taking several steps to actively participate in the dismantling of the ugly social construct that is racism.

1. While we have always worked to hire with equal opportunity, we realize more can be done to diversify our team. Today, we are committing to increasing BIPOC (Black, Indigenous and People of Color) representation at all levels at Presidio Bay. To start, Presidio Bay has launched the [PBV Diversity Internship Program](#) giving entrepreneurial high school juniors and seniors with a strong interest in the real estate, design & construction industry an opportunity to join the Presidio Bay team for three months. The internship will be paid and will be a rotational program that provides in-depth exposure to all aspects of real estate development. The successful candidate will gain direct experience from Presidio Bay's seasoned team of professionals across a variety of disciplines including architecture, engineering, construction management, finance, sales and marketing, and property management. The internship will be designed to educate students on different career paths and Presidio Bay will continue to provide ongoing mentorship, networking opportunities and career development guidance to graduates of the internship program. Priority will be given to deserving students who are African American, Alaskan Native, American Indian, Asian/Pacific Islander, Hispanic or those who identify with other minority groups. You can find detailed internship information [here](#).

2. It is our belief that educating voters and increasing voter participation is *the key* to driving the legislative reform our communities so desperately need to address structural racial and socioeconomic inequalities. Therefore, we have begun, and will continue to provide monetary and partnership support to [When We All Vote](#), a non-profit, nonpartisan organization that is on a mission to increase participation in every election and close the race and age voting gap.

To that end, we are also working to identify a local San Francisco-based non-partisan organization whose aim is also to increase participation in our city and state elections.

This is a start. We commit to learning (and unlearning) about systemic racism; we commit to finding new ways to be inclusive of all individuals in our community, no matter who they are or how they identify; and we commit to continuing to bravely exemplify love and respect for all humans every day.

Black lives matter.