



**Ahmaud Arbery. George Floyd. Tony McDade. Breonna Taylor.**

We have heard their names, read their stories, and mourned their early and senseless deaths. Our disbelief and sadness have prompted us to consider changes we must make in our own lives, actions and attitudes in order to dismantle inequality, be better allies, and drive meaningful and lasting change.

As the global association for coaches and coaching, ICF can harness the collective power, influence and voice of our membership to champion changes that will benefit our industry, our clients, our communities and the world.

As coaches, we consider our clients' context, identity, environment, experiences, values and beliefs as we partner with them in unlocking their potential. However, we cannot help our clients reach their greatest potential unless we also work against entrenched conditions that limit it.

The continued perpetuation of systemic inequality is at odds with our shared values and vision as ICF. As coaches, we know that change often begins in moments of discomfort. Change begins with tough conversations. Change begins when we open ourselves to feedback about where we are getting it wrong and to guidance on what we can do to get it right. We must act.

In the days, weeks and months ahead, we are committed to an open dialogue that can open the door for our Association and our industry to move us closer toward the creation of a thriving society.

As One ICF, we stand together. We stand for greater diversity and inclusion. We stand against racism. We stand against violence. We stand for respect, dignity and integrity.

It is our sincere hope that you will join us as partners on this journey.

Magdalena Nowicka Mook, CEO, ICF

Sara Smith, MCC, 2020 ICF Professional Coaches Global Board Chair

Rajat Garg, MCC, 2020 ICF Global Board Chair