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President & CEO

Dear FDLI Community,

Black Lives Matter.

The urgent need to affirm this truth is but one indicator that the loss of life and opportunity suffered by Black Americans for generations is still barely acknowledged and understood by many. We condemn and mourn the senseless killings of George Floyd, Breonna Taylor, Ahmaud Arbery, Rayshard Brooks, and so many others, whose memories we must honor with real change.

Acknowledgement of systemic racism against Black people is long overdue in this country. We now recognize that the lack of Black regulatory professionals in both the FDLI membership and in the food and drug law regulatory professions reflects a system that has denied or discouraged opportunities for Black professionals in this sector. This same system is the cause for the serious disparities we see in health maintenance and care in this country. FDLI recognizes that we have been too complacent and have not done enough to challenge this systemic racism.

The FDLI Board of Directors and staff are committed not only to looking inward to challenge our individual and organizational biases, but also to creating opportunities to have a meaningful impact on addressing the serious racial inequities in health care and in our profession. Our stakeholders are a core strength of FDLI, and we must draw on the many perspectives of our academic, government, law firm, non-profit, and private sector members to unite in a commitment to build a better, more racially diverse FDLI.

Specifically, in the coming weeks and months, FDLI is committed to:

- Working with law schools and related graduate programs to encourage more Black professionals to join the food and drug law field;
- Offering educational programs and publications that address the root causes and discuss potential solutions to the extreme disparities in health care access, including in the response to COVID-19;

- Reassessing and redesigning our membership nomination and selection to ensure that all races are adequately represented in FDLI programs, publications, and leadership;
- Looking inward as an employer to ensure our workplace is one that promotes diversity and promotes anti-racism and development of all; and
- Working with our members to continuously assess whether these actions are having a positive and sustained impact—and to try again if they are not.

This is an ambitious list, and we need your help. We are an organization that is run by and for our members, and we are asking interested members to join an Advisory Group that will work with the Board and FDLI staff to achieve these goals. We look to our members to bring their professional expertise, personal experience, and energy to this Advisory Group. For questions about joining or to express your interest, please send an email to [BLM.AdvisoryGroup@fdli.org](mailto:BLM.AdvisoryGroup@fdli.org).

FDLI has always been a strong and engaged community. We are confident that the Board, FDLI staff, and our members can come together to make a meaningful contribution to driving positive changes and encouraging racial diversity in the food and drug law bar and the community we serve.



Jennifer L. Bragg

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LLP  
*Chair*



Amy Comstock Rick

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Food and Drug Law Institute  
*President & CEO*

On behalf of all members of the FDLI Board of Directors:

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