



Adobe's Commitment to Action Against Racial Injustice and Systemic Inequity

Adobe's mission is to empower people to change the world through digital experiences by enabling creativity for all. A key part of this mission is to help address inequities to ensure that everyone has an opportunity to create, work, and live their lives free of intolerance and hate. In June 2020, we launched our "[Taking Action Initiative](#)" to drive change at Adobe and in our larger communities, specifically for the Black community.

We realize issues of racism, inequity, and injustice span virtually every area of public policy. Adobe is focusing our advocacy on four key areas that are most important to our employees, our customers and our communities, as well as areas that specifically align with our vision of "Creativity for All."

Equity in Policing and the Justice System

The killing of George Floyd at the hands of the police underscored the pressing need to reimagine law enforcement in America. That is why on June 10, 2020, Adobe submitted a letter to the U.S. House Judiciary Committee's oversight hearing on "Policing Practices and Law Enforcement Accountability" advocating for policing reform and advancing much-needed structural change. We support efforts to advance meaningful reforms including:

- Policing reforms such as banning chokeholds, ending racial profiling, collecting data on police misconduct, and other measures included in legislation such as the George Floyd Justice in Policing Act.
- Justice system reforms, including broader efforts to provide skill training, educational opportunities, and other resources to returning citizens.

Supporting and Strengthening Historically Black Colleges and Universities (HBCUs)

Adobe appreciates the critical role HBCUs play in our communities and we value our partnerships with HBCUs. To further support these institutions and their students, Adobe is a strong advocate for increased federal investment, including:

- Supporting investments in HBCUs to eliminate disparities in funding. This includes investments in on-campus facilities and programs to increase enrollment, retention, completion, and employment rates for students.
- Doubling the maximum value of a federal Pell Grant. This would have the practical effect of increasing support for HBCUs whose students, on average, most frequently qualify for these grants.

Empowering Creativity for All Through Education

Through our vision of "Creativity for All," we are committed to addressing educational inequities that for far too long have led to uneven outcomes for learners. We believe creative and digital literacy skills are paramount to students' success in the classroom, their communities, and the modern workforce, and we support policies to help build creative skillsets, including:

- Promoting innovative learning models and related assessments, including through federal investment in the Strengthening Career and Technical Education for the 21st Century Act and expanding the law's Innovation and Modernization grant program.

- Strengthening professional development to empower educators to lead creative classrooms, including by updating the Higher Education Act to include a focus on performance based learning practices for new teachers and school leaders.
- Supporting students in building creative and digital literacy skills through competitive grant programs administered by the U.S. Department of Education

Digital Equity and Access

Ensuring that every individual has access to strong broadband connectivity, devices, and the skills to use them is a prerequisite to achieving Adobe's vision of "Creativity for All." To address the digital divide that disproportionately affects communities of color, we support efforts including:

- Regulatory changes to support home connectivity for students through the E-Rate program – a proven tool for facilitating broadband access to schools and libraries.
- Broadband availability, adoption, and utilization to be addressed in federal legislation, such as any infrastructure package, and robust funding through the appropriations process.