The People Disclose

March 2022
Core Coalition Organizations

AARW
Asian American Resource Workshop

CRESCEUNDO
A PROJECT OF

COMMUNITY
LABOR
UNITED

MJL
Muslim Justice League

The Unmasking Fidelity coalition, based in Boston with national support, is committed to challenging Fidelity Charitable’s role in funneling millions of dollars through Donor Advisor Funds to organizations that promote and further systemic oppression globally.

Copyright © 2022 Unmasking Fidelity Coalition

Unmasking Fidelity Report, March 2022.

Cover image credits:
Unmasking Fidelity Coalition. (Images taken between 2019-2021)
## Contents

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Executive Summary</td>
<td>5</td>
</tr>
<tr>
<td>Background</td>
<td>7</td>
</tr>
<tr>
<td>Unmasking Violence</td>
<td>8</td>
</tr>
<tr>
<td>Call to Action</td>
<td>17</td>
</tr>
<tr>
<td>Endnotes</td>
<td>19</td>
</tr>
</tbody>
</table>
Unmasking Fidelity
The People Disclose
Executive Summary

In the United States, the Internal Revenue Service confers tax-exempt status to charitable organizations, allowing them to receive tax-deductible donations. Most donors would assume that an organization that targets marginalized communities would be disqualified from holding charitable status, however this report highlights ten organizations known for developing and advocating for policies that further systemic oppression globally through a variety of tactics including propaganda, discrimination, and displacement. What is more shocking than the IRS permitting these organizations to have charitable status is that these groups receive funds from Fidelity Charitable, the country’s biggest philanthropic foundation.

Take the David Horowitz Freedom Center (DHFC) for example, whose revenue in 2019 exceeded $7.6 million and reports to the IRS that one of its largest program accomplishments is Jihad Watch, “a daily news site with news and opinion on the war with radical Islam.” DHFC proclaims “the Center exists as a School of Political Warfare to educate that counterforce and provide American patriots with the weapons required to achieve this defeat of the Left.” Institutions like DHFC contribute to systemic oppression of Muslim communities by influencing media, public opinion, and the government to create policies that limit—rather than advance—human rights. Islamophobia is particularly well-funded and fueled by philanthropy as laid out in the Council on American-Islamic Relations’ 2021 report Islamophobia in the Mainstream.

Not only does DHFC receive charitable donations directly from individuals, it also receives Donor-Advised Fund (DAF) grants from charitable foundations. DAFs are the fastest growing vehicle for charitable giving. A DAF is a type of account that donors—individuals, families, or organizations—set up with a sponsor institution to give to nonprofit organizations. In doing so the donor receives immediate tax benefits and the sponsor institutions can meanwhile invest donations as they see fit. Importantly, once these accounts are set up, the donors do not legally have a direct say over how the funds they deposit are spent. Rather donors can “advise” the sponsor institution where to direct the funds, but the sponsor institution makes the final decision. In effect the sponsor institution acts as an intermediary, offering an additional layer of anonymity to individual donors.

In 2019, a groundbreaking expose from Sludge, a nonprofit news outlet covering lobbying and money in politics, revealed that anonymous DAFs from the country’s four largest foundations contributed millions of dollars to organizations identified by the Southern Poverty Law Center as “hate groups.” At that time, we launched Unmasking Fidelity, a grassroots campaign specifically targeting Fidelity Charitable, as the largest DAFs provider. We formed a unique and powerful coalition of local and national organizations that includes targeted communities, researchers, Fidelity account holders and young people with access to wealth (and thereby philanthropy and financial institutions).
The Unmasking Fidelity campaign is committed to centering the role of systemic oppression. We recognize that violence against our communities is not limited to groups or individuals motivated by “hate.” There are broader cultural and structural reasons such violence continues. This approach recognizes the ways that the systems we live in (e.g., economic, legal, educational) and the institutions that shape our lives play an active role in furthering the violence caused by the organizations profiled in this report. We also offer an explicitly internationalist lens by expanding the list of organizations in this report, and in our campaign more broadly, to include US-based non-profits that further systemic oppression globally. We provide profiles of ten specific organizations who collectively have received millions of dollars in funding from Fidelity Charitable and chart a path forward for Fidelity Charitable to acknowledge and repair the harm it is causing.

Fidelity Charitable actively chooses to approve donations to organizations that, among other things, have advocated for forced sterilization of transgender people, support the recently-overturned Muslim Ban, fund illegal Israeli settlements, and facilitate the growth of Hindu nationalist ideology. None of these actions are “neutral” and there is nothing charitable about any of these activities. Additionally, Fidelity Charitable makes clear in its own policies that it approves “only those grants that are used exclusively in furtherance of charitable purposes.” It is past time for Fidelity Charitable to align its actions with its own stated policies and values.
Background

Fidelity Charitable became the nation’s largest grantmaker in 2019, displacing the Gates Foundation, largely because of growth in the DAF sector—it is currently the largest sponsor institution for DAFs. Fidelity Charitable grants totaled $9.1 billion in 2020 and since its founding, Fidelity Charitable has distributed $51 billion in grants supporting more than 328,000 non-profits. The number of DAFs also nearly doubled from about 90,000 to more than 153,000 by the close of 2020.

By approving grants to organizations promoting rhetoric and policies that enable various forms of systemic oppression, Fidelity Charitable belies its own stated values: “As we grieve over racial violence and discrimination, let us also look forward to how we can make a difference, both at Fidelity and in our local communities,” Fidelity Investments CEO Abigail Johnson wrote in June 2020. “We all must continue to speak up and speak out whenever we witness racism and discrimination. Together, we can make a difference.”

A May 2021 report by Fidelity Charitable about the “seismic shifts to redefine philanthropy” found that donors are “increasingly prioritizing social good in everyday decision making.... One-in-five donors have engaged in impact investing and considered social or environmental implications when making investment decisions... and seven-in-ten donors said that it’s important to work for a company engaged in corporate social responsibility.”

Beginning in 2019, our campaign wrote to the leadership of Fidelity Investments and Fidelity Charitable asking that nonprofit organizations contributing to the growth of systemic oppression no longer receive contributions from Fidelity Charitable DAFs. The letter specifically urged Fidelity leadership “to discontinue any transmission of funds to groups whose statements or practices malign or attack entire classes of people because of their race, ethnicity, religion, national origin, gender identity, or sexual orientation.” Our coalition, anchored by six local and national organizations, is centered in Massachusetts, where Fidelity Investments has its headquarters, with organizing also happening in North Carolina, where Fidelity Charitable operates.

Following two years of outreach and further developing the campaign’s strategic focus, in September 2021, with support from over 40 organizations and over a thousand individuals, a new letter was sent to Fidelity Investments and Fidelity Charitable leadership. We called on Fidelity Charitable to “publicly disclose all contributions” and “all related fees” over the last five years to the ten organizations highlighted in this report, and to “share publicly about policies or screens that are currently being used to determine which organizations can receive DAF grants, and provide examples of organizations you have determined will not receive DAF grants based on your criteria.” Fidelity Charitable has failed to respond, has still not publicly acknowledged its role in facilitating financial support for systemic oppression, and has not changed its policies. Instead, when Fidelity leadership responded to our campaign two years ago, they hid behind a “cause-neutral” policy.

Now is the time for the People to Disclose.
Unmasking Violence

A Deeper Look at 10 Organizations Receiving Millions from Fidelity Charitable

The ten organizations highlighted in this report represent a cross-section of tax-exempt nonprofits furthering various forms of systemic oppression in the US and internationally that have received financial support from Fidelity Charitable DAFs. Information in this report was collected from public tax records, media reports, research from advocacy organizations, and original research and analysis developed by the Unmasking Fidelity coalition.

While we chose these ten organizations, there are many more also contributing to systemic oppression based on similar reports. In 2019, journalist Alex Kotch reported that Fidelity Charitable contributed to 31 organizations the Southern Poverty Law Center designates as “hate groups.” The Council on American-Islamic Relations also reports that Fidelity Charitable has made significant contributions to Islamaphobic groups.

While many other philanthropic institutions have policies to omit contributions to “hate groups” in their grantmaking, Fidelity Charitable has yet to disclose if they have any current screening policies and provide examples of organizations they have determined will not receive DAF grants based on their criteria. On top of the contributions made to these organizations, Fidelity Charitable receives fees for these accounts and grows these accounts through investments. This is why we’ve demanded that Fidelity disclose the full and current picture of its contributions to systemic oppression.

“ADF is one of the largest Christian Right legal organizations and is behind some of the most prominent legal attacks against LGBTQ rights in the United States and internationally.”

Fidelity Charitable Contributions to Organizations Identified in this Report
Source: Fidelity Charitable IRS Form 990, 2016-2019

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>Contributions</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016</td>
<td>$4,066,837</td>
</tr>
<tr>
<td>2017</td>
<td>$5,493,317</td>
</tr>
<tr>
<td>2018</td>
<td>$8,281,074</td>
</tr>
<tr>
<td>2019</td>
<td>$18,339,596</td>
</tr>
</tbody>
</table>
The Alliance Defending Freedom (ADF) has received over $3.7 million from Fidelity Charitable since 2016. ADF is one of the largest Christian Right legal organizations and is behind some of the most prominent legal attacks against LGBTQ rights in the United States and internationally. Founded in 1994 by over 30 prominent Christian Right leaders, ADF claims 13 victories at the U.S. Supreme Court since 2011. ADF’s Supreme Court activity is now comparable to that of the country’s largest private law firms. Recent examples of ADF’s legal work include defending a Colorado baker who refused to sell a wedding cake to a same-sex couple, and supporting national retailer Hobby Lobby’s effort to avoid paying for its employees’ birth control. In 2012 ADF founder Alan Sears said, “in the course of the now hundreds of cases [ADF] has now fought involving this homosexual agenda, one thing is certain: there is no room for compromise with those who would call evil ‘good.’” In addition to its work domestically, ADF pursues legal strategies internationally through its Global Initiative, launched in 2010. These efforts include an unsuccessful effort to defend state-enforced sterilization of transgender Europeans in 2017. ADF has advocated for laws criminalizing homosexuality across the globe, fomenting anti-LGBTQ sentiment with seven global offices and engagement in over 100 countries.

Fidelity, an organization that actively promotes “a company-wide resource group open to all employees interested in the workplace experiences of our Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ+) community” with over 3,800 members, cannot also defend funding groups like ADF as providing neutral support. ADF is a multimillion-dollar enterprise at the forefront of the Christian Right’s global efforts to enshrine anti-LGBTQ bigotry in law. Fidelity Charitable’s substantial support of ADF directly bolsters these efforts, actively making both Boston and the world a less safe and welcoming place for LGBTQ communities.

![Fidelity Charitable Contributions to Alliance Defending Freedom](chart)

**Source:** Fidelity Charitable IRS Form 990, 2016-2019

**Americans for Peace and Tolerance (APT)** has received over $640,000 from Fidelity Charitable since 2016. The organization was incorporated in Massachusetts in 2008 and claims it is “dedicated to promoting peaceful coexistence in an ethnically diverse America by educating the American public about radical ideologies that undermine the academic integrity at American High Schools and Universities.” APT is most active in Massachusetts, where it has been criticized for fomenting fear and suspicion of Muslims and Islam. In Newton, Massachusetts, APT has sought to influence public school curriculum
to reverse supposed pro-Islam bias. “There is not a single accusation that has merit,” then-Newton School Committee vice chairman Matt Hills said of APT’s efforts. “This is about pure distortion of the facts.”

APT co-founder and President Charles Jacobs is the most prominent representative of the organization. Jacobs was previously a leader of another anti-Muslim group, The David Project, which was at the forefront of efforts to oppose construction of the Islamic Society of Boston Cultural Center in Roxbury. Jacobs has described Islamophobia as “a bogus concept” and suggested former President Obama is a Muslim who “doesn’t seem be on our side in this global war.”

The Center for Security Policy (CSP) has received over $200,000 from Fidelity Charitable since 2016. Founded by Frank Gaffney in 1988, the organization is a prominent source for conspiracies demonizing Muslims and Islam. During the 2016 presidential election cycle, multiple presidential candidates participated in CSP-organized events. Then-candidate Donald Trump approvingly cited a poll commissioned by CSP to justify his December 2015 appeal for “a total and complete shutdown of Muslims entering the United States.” Approximately one year later, Gaffney reportedly advised the Trump administration’s transition team. Seven days after his inauguration, Trump issued the first iteration of his ban on travel from several Muslim-majority countries.

CSP promotes a damaging, unproven conspiracy theory that the Muslim Brotherhood has successfully infiltrated the U.S. government. In 2011, Gaffney called for an update of the Cold War era’s House Un-American Activities Committee to investigate this unproven claim and five members of Congress formally asked government agencies to investigate the supposed infiltration the following year. Evidence for this “infiltration” is scant and relies almost solely on a 1991 document seized by the FBI and made public during the controversial Holy Land Foundation trial. Since it was made public, anti-Muslim figures have ceaselessly cited it as irrefutable proof of a vast and ongoing conspiracy involving dozens of individuals and Muslim organizations. In 2010 a district court judge presiding over the Holy Land Foundation trial ruled the release of the document violated the Fifth Amendment.
The Central Fund of Israel (CFI) has received over $25 million from Fidelity Charitable since 2016. Founded in 1979 with a self-described “focus on building up the land of Israel,” the organization is a leading supporter of Israeli organizations behind illegal settlements and the displacement and dispossession of Palestinian people. CFI is among the most prominent organizations comprising a network of at least 50 organizations based in the United States “involved in raising funds for settlements and settlement activities in the occupied territories,” according to a 2015 investigation. Israel’s settlement policies in the Occupied Palestinian Territories violate international humanitarian law, as affirmed by international bodies including a 2004 advisory opinion by the International Criminal Court and multiple UN Security Council resolutions. They also go against long standing US policies. In July 2021 seven members of Congress, including Rep. Ayanna Pressley of Massachusetts, called on Treasury Secretary Yellen to investigate CFI’s charitable status, arguing the IRS’s recognition of CFI violates international law and U.S. policy. “CFI has distributed at least $75 million in funding since 2015 and its [sic] grantees are notable for their essential role in supporting and enabling the illegal Israeli settlement enterprise, including international crimes such as forcible transfer, the unlawful appropriation and destruction of property, and Israel’s discriminatory military and housing, land, and property legal regimes, among other violations,” the members of Congress wrote.
The **David Horowitz Freedom Center** has received over $1.9 million from Fidelity Charitable since 2016. Founded in 1988 by provocateur David Horowitz, the Freedom Center is the primary outlet for its founder to demonize Muslims, Islam, immigrants, and other perceived enemies of his political vision. DHFC proclaims “the Center exists as a School of Political Warfare to educate that counterforce and provide American patriots with the weapons required to achieve this defeat of the Left,” and reports to the IRS that one of its largest program accomplishments is *Jihad Watch*, “a daily news site with news and opinion on the war with radical Islam.” Using a variety of media platforms, Horowitz has played a significant role in popularizing anti-Muslim narratives and conspiracies. For years, Horowitz and his organization have organized events and campaigns on college campuses targeting students and faculty members. Horowitz’s work has had a lasting influence on U.S. policy, most notably through his years-long mentor relationship with Trump advisor Stephen Miller. Horowitz and Miller’s relationship began when Miller was a high school student in California. Miller launched the Duke University chapter of Horowitz’s Students for Academic Freedom. Years later Horowitz helped arrange for Miller to begin working on Capitol Hill—first for far-right Rep. Michelle Bachmann (R-MN) and eventually Sen. Jeff Sessions (R-AL). Miller would later become the credited architect of the Trump administration’s most racist and inhumane policies, including family separations and the Muslim ban.

---

**Fidelity Charitable Contributions to the David Horowitz Freedom Center**

*Source: Fidelity Charitable IRS Form 990, 2016-2019*

![Fidelity Charitable Contributions to the David Horowitz Freedom Center Chart](chart.png)

---

The **Ekal Vidyalaya Foundation** has received $1.9 million from Fidelity Charitable since 2016. The Foundation is the U.S.-based wing of the Ekal Vidyalaya movement, which establishes and runs schools across India and Nepal, primarily in rural and tribal areas. Ekal claims it runs nearly 80,000 schools reaching over 21 million students. Further examination of Ekal’s efforts bring the movement’s more nefarious motivations to light. Many of Ekal’s “one-teacher schools” are run by Friends of Tribals Society (FTS), an organization which is allegedly backed by the Rashtriya Swayamsevak Sangh, though FTS denies a direct link. Additionally, “several hundred of [the Ekal schools]...are run by various organisations belonging to the [Hindu nationalist coalition] Sangh Parivar—an overarching...

> *Many of Ekal’s ‘one-teacher schools’ are run by Friends of Tribals Society (FTS), an organization which is allegedly backed by the Rashtriya Swayamsevak Sangh, though FTS denies a direct link.*
term used to describe outfits affiliated and associated with the RSS." In 2005 a report by India’s then Ministry of Human Resource Development revealed FTS was “misusing these funds, and using the grants for creating disharmony amongst religious groups and creating a political cadre.” An Ekal teacher in West Bengal gave credence to the report’s findings in 2020, telling Indian publication The Caravan, “We don’t preach politics, but we preach Hindutva,” referring to Hindu nationalist ideology. These revelations become more troublesome when considering recent national trends in India. Prime Minister Narendra Modi and his Bharatiya Janata Party (BJP) have presided over far-reaching attacks on India’s democracy. India’s Muslims have been a prominent target of Modi and the BJP’s Hindu nationalism while problems of gender and caste-based violence continue to persist in the country as well.

The Family Research Council (FRC) has received over $780,000 from Fidelity Charitable since 2016. Founded in 1983, FRC is a leader in ongoing legislative attacks on LGBTQ individuals. FRC representatives have advocated “criminal sanctions against homosexual behavior,” opposed the U.S. military repealing its “Don’t Ask, Don’t Tell” policy, and supported laws prohibiting gender-affirming healthcare for trans people. Since 2003 the organization has been led by Tony Perkins.

Perkins has boasted of using his leadership position to influence the Trump administration’s discriminatory politics. “I’ve been to the White House I don’t know how many more times in the first six months [of] this year than I was during the entire Bush administration,” he said in 2017. During one such White House visit, Perkins reportedly pressed the administration to implement a ban on transgender service members in the military. The administration announced such a ban days later. More recently, Perkins has dismissed efforts by Congress to investigate the January 6, 2021 attacks on the U.S. Capitol as “political theater.”
The Federation for American Immigration Reform (FAIR) has received over $78,000 from Fidelity Charitable since 2016. FAIR is one of the oldest and best-resourced organizations advocating for severe restrictions on immigration in the country. It was founded in 1979 by John Tanton, the late White nationalist who once wrote, “I have come to the point of view that for European-American society and culture to persist, requires an European-American majority, and a clear one at that.” While influential to varying degrees over its 40 plus years in Washington, D.C., FAIR’s influence reached new heights during the Trump administration. Multiple former FAIR employees and other associates assumed formal roles in the administration as it began pursuing draconian crackdowns on asylum seekers, family separations, and slashing refugee resettlement. FAIR commemorates its recent influence within the White House on its website, listing dozens of policies enacted to reduce the number of the immigrants and refugees in the U.S. The page describes the policies as “Trump Administration Immigration Accomplishments,” describing them as “policies consistent with FAIR’s vision.”

While no longer enjoying direct access to the White House, FAIR continues to advocate for and defend these policies. The group’s legal affiliate recently touted victories in multiple court cases defending Trump administration policies and the broader agenda of immigration restriction.
Turning Point USA has received over $1.5 million from Fidelity Charitable since 2016. Founded in 2012 by Charlie Kirk, Turning Point has become one of the most prominent vehicles for racist and insurrectionist organizing on college campuses in the country. The group, via its political action arm, played a role in fomenting the January 6, 2021 attack on the U.S. Capitol, providing buses to transport attendees and sponsoring the rally that motivated hundreds of participants to eventually breach the Capitol building. Kirk has embraced the White nationalist “great replacement” conspiracy theory. In September 2021 he called for the state of Texas to “deputize a citizen force and put them on the border” to oppose “diminishing and decreasing White demographics in America.” Under Kirk’s leadership, the organization has faced allegations of cultivating a culture of racial bias and engaging in illegal campaign activities.

Turning Point maintains a “Professor Watchlist” online that disproportionately targets campus faculty of color across the country.

The VDARE Foundation has received over $21,000 from Fidelity Charitable since 2016. VDARE’s primary project is the racist website VDARE.com, named after Virginia Dare, supposedly the first English child born in North America. VDARE
regularly advocates for a moratorium on non-White immigration and has published writing from some of the most prominent figures in the U.S. White nationalist movement, including Jared Taylor, Sam Francis, and J. Philippe Rushton.

VDARE founder Peter Brimelow dedicated his focus to anti-immigration advocacy following the publication of his 1995 book *Alien Nation: Common Sense About America’s Immigration Disaster*, later launching VDARE.com to “inform the fight to keep America American.” Brimelow has spoken at events organized by White nationalist figures including Jared Taylor and Richard Spencer. In December 2020 a federal judge granted a motion to dismiss a defamation lawsuit Brimelow filed against the *New York Times* because Brimelow failed to prove malice in the Times’ reporting on his organization.

In recent years VDARE readers made their way into the federal government. In 2019, a news briefing compiled by the Department of Justice and sent to hundreds of immigration judges included a VDARE blog post. Emails leaked in 2019 reveal Trump advisor and architect of many draconian immigration policies Stephen Miller distributed VDARE material. Other VDARE writers reportedly sought out ideologically-aligned figures to apply for jobs in the Trump administration shortly after the 2016 election.
Call to Action

Does Fidelity Charitable understand that by forfeiting its own guideline to decline recommended grants it leaves an opening for systemic oppression to further impact marginalized communities across the globe? Fidelity Charitable must appreciate the impact of these grants to these organizations detailed above, and until that happens, we will not be quiet about the violence and policies harming our communities that are enabled by charitable contributions.

Important work has already started to push back on this problem. Amalgamated Foundation’s Hate Is Not Charitable Campaign calls upon donors of conscience to demand their donor-advised fund providers enact policies to ensure charitable resources do not flow to organizations that incite or engage in intimidation, harassment, threats, or defamation against our communities. Horizon Forum recommends grantmaking institutions not rely on the IRS to define “hate” for their institutions and to come up with their own definitions considering community safety and inclusion.

For our coalition this problem extends beyond the organizations formally recognized as “hate groups.” We have to tackle the structural nature of the problem—this is not only about Fidelity Charitable making contributions to groups that spread hateful ideologies, but the direct complicity of these organizations in entrenching systemic oppression globally. “Hate” is an insufficient framing of the scale and power of these organizations to inflict harm. We must address the role philanthropic institutions and corporations are playing in upholding systems of oppression across the globe. We hope this report will contribute to expanding this conversation.

We appreciate that DAFs, such as Fidelity Charitable’s, can support important social change efforts; however, allowing these funds to act as a conduit to support organizations that promote systemic oppression actively contradicts this intended goal. It is also unacceptable for Fidelity Charitable to earn money from such activities, either through management fees or investment products.

Fidelity Charitable chooses to approve donations to these organizations even though it is in their power to make a different choice. That the IRS has bestowed charitable status on the organizations we highlight in this report should not be used as an excuse. Relying on legally designated charitable status is not enough for those of us committed to social justice. Fidelity Charitable already has the tools to approve only those grants that are used exclusively in furtherance of charitable purposes and thus reserve the right to perform additional due diligence and to decline to make a recommended grant to a charitable organization if the grant will be used for improper purposes.

We will not tolerate Fidelity Charitable, the country’s largest charitable grantmaker, continuing to ignore the dozens of local and national organizations and hundreds of account holders and community members that have called on them to take this problem seriously. Fidelity Charitable has failed to model transparency. It has refused to provide the total contributions to date of the ten organizations we requested, related fees, or details about its current screening policies and any examples of organizations who it has denied DAF
requests for. Therefore, this report takes up the task of disclosing to the public as much information as is available through tax records.

We will continue pressuring Fidelity Charitable to divest from systemic oppression and to materially repair the harm its inaction has caused. We will succeed by growing our grassroots, multi-stakeholder campaign with support from people most impacted by systemic oppression, Fidelity account holders, community organizations, and institutions. We are clear that winning our demands will have reverberating impacts throughout philanthropy and challenge corporate powers, and will ultimately cut off one of the major funding sources for organizations furthering systemic oppression in the US and globally.

We encourage all of you to take action with us by visiting http://unmaskingfidelity.org/get-involved/.

As we transition from the DISCLOSE phase of this campaign to focusing on our DIVEST and REPAIR demands, we hope you will join us on the path towards accountability, repair, and justice.
Endnotes


11 “I, too, am heartbroken and angry that racial discrimination and inequality continue to plague our society.” Abby Johnson, LinkedIn, June 1, 2020, https://www.linkedin.com/pulse/i-too-am-heartbroken-angry-racial-discrimination-continue-johnson/


13 Unmasking Fidelity Coalition, Letter to Abigail Johnson, June 14, 2019

14 Unmasking Fidelity coalition, Letter to Fidelity Investments and Fidelity Charitable Leadership, September 30, 2021, https://secure.everyaction.com/d2AgZsY070itWYo6NiXGAQ2

15 Jacob Clauson, Letter to Darlene Lombos, June 25, 2019


28 “Articles of Organization,” Office of The Secretary of The Commonwealth of Massachusetts, August 26, 2008, https://corp.sec.state.ma.us/CorpWeb/CorpSearch/CorpSummary.aspx?sys-value=d31TJmDfbBZyt6Uhnbrg954igKBwqSnvO8mJYXclaw


67 John Tanton, letter to Garrett Hardin, December 10, 1993


Letter to Fidelity Charitable Board of Trustees, Jacob Pruitt and Abigail Johnson, Unmasking Fidelity, September 30, 2021 https://secure.everyaction.com/d2AgZ5y070jWYo6NjXGQAQZ