

Appendix B: Company Verification Results

While we strived to conduct comprehensive searches that captured all company actions to address racial justice, we recognize that we may have missed some actions or information about their status due to human error, limitations of the search strategy, or atypical location of data on company websites. Thus, we sought to contact each company to inform it about the project and that findings would be available to the public. We asked each company to verify the actions we found, provide status updates on these actions, and add actions we may have missed.

We emailed company contacts a summary table containing the data we had collected about actions and corresponding completion status for each of these actions and asked them to reply with any corrections or additions. (Please see [Appendix A: Methodology](#) for a complete description of the company verification process). Eighteen of the 25 companies replied to our email and 16 verified their data. We contacted four companies a second time to clarify data they provided; three responded with confirmation or clarification.

Table 1 summarizes the new actions companies provided and how we used them in our analysis. In total, companies provided 60 new actions. We included 31 of these actions in our analysis, representing 12% of the final set of 258 actions included in this study.

Table 1 also summarizes changes to status of actions we had previously identified based on new information from the company verification process.

Table 1. New actions and status changes identified through company verification process		
	New Actions ^a N (%)	Actions with Status Change ^b N (%)
Excluded from analysis	29 (48.3%)	1 (3.7%)
<i>Not publicly available^c</i>	9 (15%)	1 (3.7%)
<i>Met exclusion criteria^d</i>	20 (33.3%)	0
Included in analysis ^e	31 (51.7%)	26 (96.3%)
Total	60 (100%)	27 (100%)
Notes: a. New actions provided by company and not found in original search strategy. Does not include supplementary information to an action already identified. b. Status change provided by company for an identified action (e.g., we coded an action as progress unknown, and they provided information that action was in progress). c. We were unable to verify the action online. d. We excluded actions that: pre-dated the murder of George Floyd, occurred outside of the U.S., did not impacting the Black community, were non-monetary donations, and donations made exclusively from company foundations. e. We were able to verify data online for these actions that did not appear in our original search.		