

FOR IMMEDIATE RELEASE: Monday, December 14, 2020
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Investors Representing More Than \$538 Billion in Assets Urge Publicly-Traded Companies to Adopt One Fair Wage with Tips on Top

Investors Say Paying the Subminimum Wage Results in Social Harm, Significant Business Risk and Ending the Practice Provides Both Short and Long Term Economic Benefits

Investors Sent Letter to Darden, Disney, DINE and Other Publicly-Traded Companies that Pay Employees a Subminimum Wage Asking Them to Change; None Responded

NEW YORK --Following the release of new data showing that tipped workers receiving a subminimum wage are experiencing a spike in health risks and sexual harassment during the pandemic as a result of their dependence on tips, more than 69 investors have [written a letter](#) calling for an end to the subminimum wage.

The investors represent more than \$538,000,000,000 in assets under management and are urging publicly traded companies to end the practice of paying the subminimum wage to employees - specifically tipped restaurant workers - and switch to one fair wage, paying the minimum wage with tips on top. Organized by [Adasina Social Capital](#) ("Adasina"), an investment and financial activism firm that serves as a critical bridge between financial markets and social justice movements, the letter explains that:

Every person who works in America should be paid at least a full, fair minimum wage from their employer. Although the payment of subminimum wages is legal according to federal law, companies that continue this unethical practice contribute to the poverty of their workers and may ultimately fail to be competitive in an age of increasing public awareness of how businesses treat their workers. As investors in publicly traded companies, we believe it is in the employee, management, and shareholder best interest to end payment of the subminimum wage.

READ THE FULL LETTER HERE: [Investor Statement in Support of Ending the Subminimum Wage](#)

In the letter, the investors urge companies to end the practice of paying subminimum wages citing how it:

- Upholds systemic racism by disproportionately paying people of color less than white employees,
- Disproportionately negatively impacts women and increases their exposure to sexual harassment, and
- Puts essential workers at greater risk of COVID-19 infection while further exacerbating existing income, racial and gender inequities.

Investors also note that paying a fair minimum wage with tips on top not only mitigates risk, but also provides short-term and long-term economic benefits including:

- Inspiring brand loyalty from a generation of socially savvy, values-motivated consumers - which is critical to long term business success.

- Providing financial benefits for both business and employees - noting that businesses that have ended the practice of paying the subminimum wage have seen higher average profits, higher employment growth, lower poverty rates, and increased worker morale and health.

Investors sent the letter to nearly all publicly traded companies that pay their employees a subminimum wage, including Darden Restaurants, DINE, and Disney - urging them to make changes to their policy and end the practice of paying the subminimum wage. None of the companies responded to the investor's letter.

VIEW A WEBSITE TRACKING ALL PUBLICLY TRADED COMPANIES PAYING THEIR EMPLOYEES A SUBMINIMUM WAGE HERE: [need link]

"The negative impacts of subminimum wage outlined in this letter show the intersectionality of economic, gender, and racial injustices in America," said **Rachel Robasciotti, Founder and CEO of Adasina**. "It's time for investors and others with significant assets and power to place those privileges in the service of justice, and we urge companies to consider the social, economic, and risk benefits to doing so."

"Workers have been fighting for years to end the subminimum wage for tipped workers - we are thrilled that investors have now added their voice and power to this fight. The subminimum wage was a source of economic instability, race and gender inequity and sexual harassment prior to the pandemic," **explained Saru Jayaraman, executive director of One Fair Wage, a national nonprofit representing subminimum wage workers**. "With the pandemic, the subminimum wage has become a source of life or death, as a mostly female workforce is compelled to try to enforce social distancing and mask rules on the same customers from whom they must get tips to survive -- and facing increased sexual harassment in return, with male customers asking women to remove their masks so they can judge their looks and their tips on that basis. The subminimum wage must end now."

Investors signing the letter include: Adasina Social Capital; 100% Sustainability; 45North Partners; Abacus Wealth Partners; AJL Foundation; Align Impact; As You Sow; Avera Health; Avivar Capital; Becker Capital; BOSTON COMMON ASSET MANAGEMENT; Boston Trust Walden; Candide Group; Change Finance, PBC; Community Credit Lab; Consolidated Planning; Cornerstone Capital Group, Inc.; Dominican Sisters ~ Grand Rapids; EQM Indexes; Everence and the Praxis Mutual Funds; Family Wealth Management; Family Wealth Mgmt Grp; Figure 8 Investment Strategies LLC.; First Affirmative Financial Network; FSPA; Future Super; Green Retirement, Inc.; Harrington Investments, Inc.; Hexavest; Impact Investors; Impact Metropolis; Impax Asset Management LLC; Interfaith Center on Corporate Responsibility; Natural Investments; Nia Impact Capital; North Berkeley Wealth Management; NorthFork Financial; NorthStar Asset Management, Inc.; Northwest Coalition for Responsible Investment; Pathway Financial Services, LLC; Poppyhill Trust; Principled Investing LLC; Ralph E. Ogden Foundation, Inc.; Region VI Coalition for Responsible Investment; Reinventure Capital; Reynders, McVeigh Capital Management, LLC; RRSE (Le Regroupement pour la Responsabilité Sociale des Entreprises); School Sisters of Notre Dame; Seventh Generation Interfaith; Seventh Generation Interfaith Coalition for Responsible Investment; Signet Strategic Wealth Management; Sisters of Mary Reparatrix; Sisters of Saint Joseph of Chestnut Hill, Philadelphia, PA; Sisters of St. Francis-Dubuque; Skye Advisors LLC; Socially Responsible Investment Coalition; Sponsors for Educational Opportunity; Sustainable Wealth Advisors; Tao Vega; Tara Health Foundation; The Grove Foundation; The Libra Foundation; Transformative Wealth Management, LLC; Trillium Asset Management; Umsizi Fund; Vancity Investment Management; Veris Wealth Partners and Zevin Asset Management

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ABOUT ADASINA

Adasina Social Capital (“Adasina”) is an investment and financial activism firm that serves as a critical bridge between financial markets and social justice movements for the benefit of people and our planet. Adasina uses four interlocking levers to enact large-scale, systemic change: People, Investments, Campaigns, and Education.

We believe that community-sourced impact data should set the standards for how publicly traded companies participate in racial, gender, economic, and climate justice. With Adasina, investors can seek both financial and social returns that are accountable to the well-being of the people and planet they impact.

Adasina Social Capital is the sister company of Robasciotti & Philipson, a registered investment advisory firm with over 15 years of experience creating social justice portfolios for clients. We are majority-owned and operated by women, people of color, and members of the LGBTQ+ community. Both companies are headquartered in San Francisco and maintain client relationships throughout the United States. For more information visit www.adasina.com.

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