

On the evening before our employee walkout, Activision Blizzard leadership released a statement apologizing for their harmful responses to last week's DFEH lawsuit. While we are pleased to see that our collective voices -- including an open letter with thousands of signatures from current employees -- have convinced leadership to change the tone of their communications, this response fails to address critical elements at the heart of employee concerns.

Activision Blizzard's response did not address the following:

- **The end of forced arbitration for all employees.**
- **Worker participation in oversight of hiring and promotion policies.**
- **The need for greater pay transparency to ensure equality.**
- **Employee selection of a third party to audit HR and other company processes.**

Today's walkout will demonstrate that this is not a one-time event that our leaders can ignore. We will not return to silence; we will not be placated by the same processes that led us to this point.

This is the beginning of an enduring movement in favor of better labor conditions for all employees, especially women, in particular women of color and transgender women, nonbinary people, and other marginalized groups.

We expect a prompt response and a commitment to action from leadership on the points enumerated above, and look forward to maintaining a constructive dialogue on how to build a better Activision Blizzard for all employees.

Today, we stand up for change. Tomorrow and beyond, we will be the change.