

To Nat Friedman and our GitHub Leadership team,

We come to you not just as employees, but as fellow humans. We are witnessing a human rights crisis unfold as we watch. U.S. Immigrations and Customs Enforcement (ICE) is detaining over 52,000 immigrants in jails, prisons, and other forms of detention, where they face [overcrowding](#), [sexual abuse](#), and [inadequate food and medical care](#). So far this year, [seven children](#) and [dozens of adults](#) have died in immigration custody. Meanwhile, the administration's "Remain in Mexico" policy, which ICE is enforcing, has left another 40,000 refugees [extremely vulnerable and homeless](#) on the Mexico side of the border, waiting to make an asylum case.

We read last week [how ICE terrorizes an immigrant community](#) in Washington State. Software, provided by companies like us, is a critical part of the toolkit they use to conduct invasive surveillance, track people and ultimately arrest and deport them. The evidence is clear that ICE is using technology to terrorize families and communities and [violate human rights](#), in direct contravention of both [domestic](#) and [international](#) law.

We are not satisfied with GitHub's now-public stance on this issue. GitHub has held a "seat at the table" for over 2 years, as these illegal and dehumanizing policies have escalated, with little to show for it. Continuing to hold this contract does not improve our bargaining power with ICE. All it does is make us complicit in their widespread human rights abuses.

We cannot offset human lives with money. There is no donation that can offset the harm that ICE is perpetrating with the help of our labor.

We implore GitHub to immediately cancel its contract with ICE, no matter the cost. Now is the time to take a stand, or be complicit.

We fully realize that severing this relationship may have business implications. These implications are nothing when compared with the effect on human life that will come if companies like ours do not make difficult decisions such as this. If we want to "continue being the home for all developers," we need to account for the safety we create or destroy for those developers.

We must take a stand to make a difference and realign our actions with our values, and this is where we begin.

Sincerely,

<hubbers>