

Sample initiatives aligned to the United Nations Sustainable Development Goals

SDG	Goal	Indicator	Sample initiative
	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	<ul style="list-style-type: none"> ✓ 4.3 By 2030, ensure equal access for all women and men to affordable and quality technical, vocational, and tertiary education, including university ✓ 4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs, and entrepreneurship ✓ 4.5 By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, Indigenous peoples, and children in vulnerable situations ✓ 4.7 By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship, and appreciation of cultural diversity and of culture's contribution to sustainable development ✓ 4.c By 2030, substantially increase the supply of qualified teachers, including through international cooperation for teacher training in developing countries, especially least developed countries and small island developing States 	<p>Through the Deloitte Foundation, we donated over \$100,000 in FY19 to universities and colleges across Canada to provide financial-need scholarships in support of academic success.</p> <p>Deloitte is a long-time supporter of NPower, an organization focused on launching underserved young adults into meaningful and sustainable digital careers. Through our impact every day projects in FY19, Deloitte reached over 100 young people through workshops and mentoring in IT services.</p> <p>Since 2017, Deloitte has supported Indspire's scholarship and bursary program, Building Brighter Futures, which provides funds to Indigenous students from across Canada attending post-secondary institutions to study business administration, accounting, or finance and who are in financial need. These awards are helping to close the gap in Indigenous education, providing opportunities for youth to chase their dreams and have successful futures. Deloitte has annually donated \$20,000 to the program, which, with matching funds from the Government of Canada, has translated into 20 student scholarships.</p> <p>Deloitte is a global partner of One Young World, a non-profit organization devoted to teaching young leaders from every country and every sector to accelerate social impact and create a better world. Each year, Deloitte selects a delegation of 50 young leaders who attend the summit and take part in a year-long leadership program, creating local impact within the firm and inspiring others on sustainable development practices.</p> <p>As part of Deloitte's Society Partnership with TakingITGlobal, our practitioners helped prepare a successful grant application to federal government's CanCode program. The funding received by TakingITGlobal led to the creation of its Code to Learn platforms and events, which directly trained 894 educators and students with further indirect reach of 158,124 students.</p>

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Achieve gender equality and empower all women and girls

- ✓ **5.5** Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life
- ✓ **5.b** Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women
- ✓ **5.c** Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all level

In recent years, Deloitte has made real progress toward gender equality in leadership positions within the organization. In 2019, 51% of new partners were women, 35% of board of directors were women, and over half of our experienced hires were women.

Deloitte’s Canadian Women’s Initiative (CanWin) is an employee resource group dedicated to creating an environment where every woman can maximize her potential. Its goal is to improve and support the recruitment, retention, and development of women at Deloitte. CanWin acts as a coordinating body for various women’s initiatives and promotes events across Canada through its online community group, helping to foster a culture of women’s empowerment.

In November 2017, Deloitte committed to the Catalyst Accord 2022, which sets and works toward targets for women’s representation. The board and executive teams of the signatories pledge to help move Canada’s companies collectively to increase the percentage of women executive officers and women on their boards to 30 percent. Pledging to adhere to the accord reflects our commitment to recruiting, developing, and advancing qualified women at all levels of our organization.




Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

- ✓ **8.2** Achieve higher levels of economic productivity through diversification, technological upgrading, and innovation, including through a focus on high-value added and labour-intensive sectors
- ✓ **8.6** By 2020, substantially reduce the proportion of youth not in employment, education or training

Our grassroots Quebec Women in Technology committee hosts a variety of internal and external community events and conferences to encourage girls and women to pursue careers in science, technology, engineering, and math. In FY19, the committee positively affected the lives of more than 1,000 girls and women.

Covenant House is Canada’s largest agency serving at-risk, homeless, and trafficked youth. As part of Covenant House’s “Cooking for life” program, which equips youth with employment skills, Deloitte has developed a year-long mentorship program, running a series of workshops that this year helped 80 young people build job-readiness and soft skills. Session topics included strengths building, goal setting, and self-care.

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	Reduce inequality within and among countries	<ul style="list-style-type: none"> <li data-bbox="505 233 992 365">✓ 10.1 By 2030, progressively achieve and sustain income growth of the bottom 40 percent of the population at a rate higher than the national average <li data-bbox="505 632 992 785">✓ 10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion, or economic or other status <li data-bbox="505 995 992 1148">✓ 10.7 Facilitate orderly, safe, regular and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies 	<p data-bbox="992 233 1521 611">One of Deloitte's main areas for skills-based volunteering is mentoring projects. We engage with a number of organizations across the country to match our people with mentees and create meaningful relationships. One example is through our partnership with TRIEC (Toronto Region Immigrant Employment Council). In FY19, Deloitte people volunteered their time to mentor 66 newcomers in the Toronto region to help them match their professional skills to the local market, build their network, and reconnect to their careers.</p> <p data-bbox="992 632 1521 978">We continue to explore how to create employment opportunities for talented individuals who would not typically find work with Deloitte through traditional recruiting channels. Through partnerships with Special Olympics; WoodGreen Homeward Bound; Canadian National Institute for the Blind; Ready, Willing & Able; and Mosaic, Deloitte and our hospitality vendor placed 15 individuals into internships and temporary and permanent positions in FY19.</p> <p data-bbox="992 999 1521 1318">As one of our FY19 impact projects, 13 Deloitte people volunteered with Rainbow Railroad, an organization that helps LGBTQ people seek asylum and resettle in safer countries. The volunteers led a strategy-planning session to explore ways to tackle some of the organization's major challenges. The volunteers also served as mentors to Rainbow Railroad staff, and provided informal coaching on the skills that we use every day at Deloitte.</p>

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