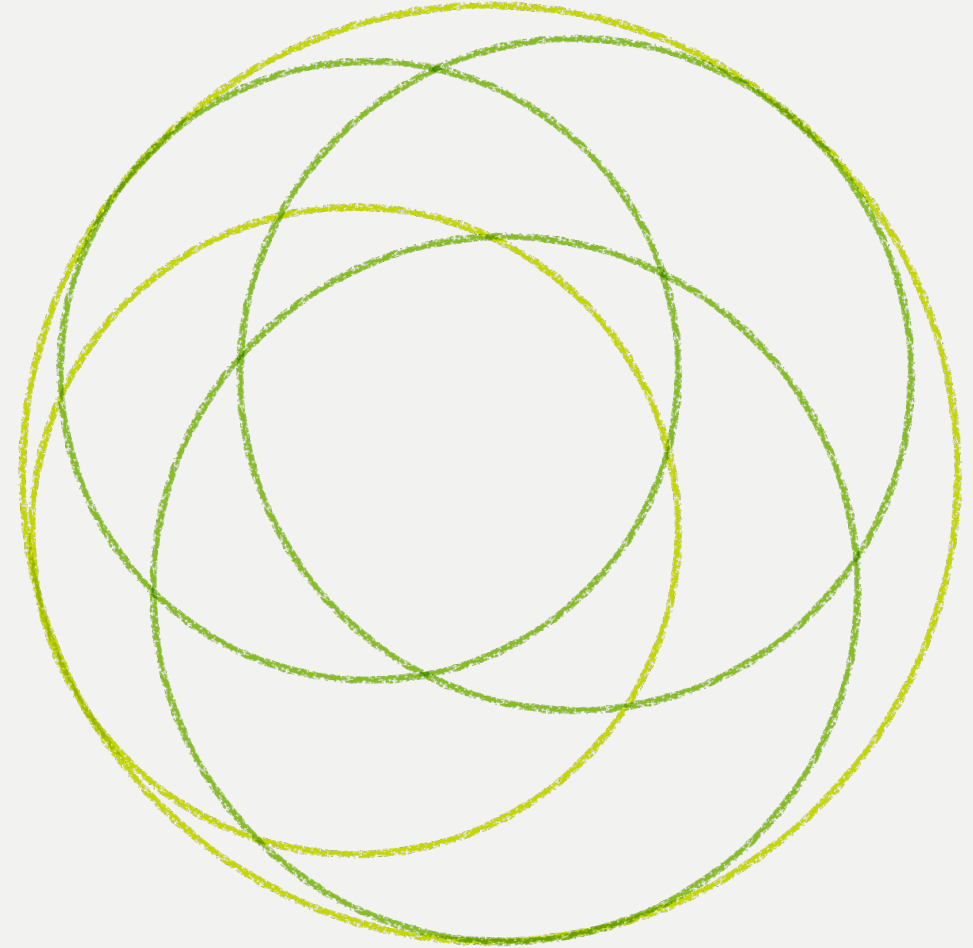


Deloitte.

Purpose through
Skills-based
Volunteering



Stepup Annual Report

October 2021



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Where there is challenge,
we see opportunity to **step up**

A welcome to our readers

A foreword by

Doug Marshall

Managing Director
Corporate Citizenship
Stepup Board Member



Purpose-driven leadership starts with the power of one. Whether it's one individual, one organization; or one cause, a movement begins with just a single moment of action.

Beginning with just a few practitioners, stepup has grown to become Deloitte's single largest skills-based volunteering organization, engaging hundreds of colleagues driving positive societal impact in communities across the U.S., India, and beyond. As Deloitte's U.S. Corporate Citizenship leader, I am excited that stepup has become a catalyst for individual and collective impact, fueled by the generosity, leadership, and sense of purpose of our people.

Through skills-based volunteering, stepup empowers our people to lead with their passions, and to engage in purpose-driven work that's meaningful to them. Using their skills and experiences, our people are helping nonprofits to address some of the most pressing social issues facing our communities. A strong emphasis on community building, innovation, and sustainable social impact is built into the talent experience to foster lifelong learning and leadership. Our people are provided opportunities with nonprofits and across teams to realize their own purpose, and at the same time, contribute to meaningful social impact.

I'm thankful for the amazing work and passion of our people to make a difference. Our stepup practitioners are part of a movement working to sew the fabric of a better tomorrow. By taking time for small acts, they are discovering and growing something much bigger than themselves, working together to advance a more sustainable and equitable world.

Thank you,
Doug Marshall

A skills-based volunteering program that fuels talent development through community impact

Our Mission

is to equip all Deloitte practitioners with the opportunity to bring their unique skill set, passions, and professional development goals to a nonprofit organization.

Our Model

utilizes a localized model empowered by a national network that enables professionals to make an impact every day in the communities where they live and work. Through chapters across the United States and India, our collective impact aims to help solve global challenges and create a more sustainable world.

Our organization focuses on three key objectives:



Develop practitioners

by enabling team members to step into stretch roles and become more inclusive leaders¹



Empower nonprofits

by helping them answer strategic questions, solve challenges, and build trusted relationships



Strengthen Deloitte community

by building an inclusive, impact-focused culture with deep connections and meaningful experiences across Deloitte

¹ Read more here: [Harnessing the power of pro bono to cultivate inclusive leadership](#)

Over the past few years, stepup has expanded to 22 chapters across the United States and India

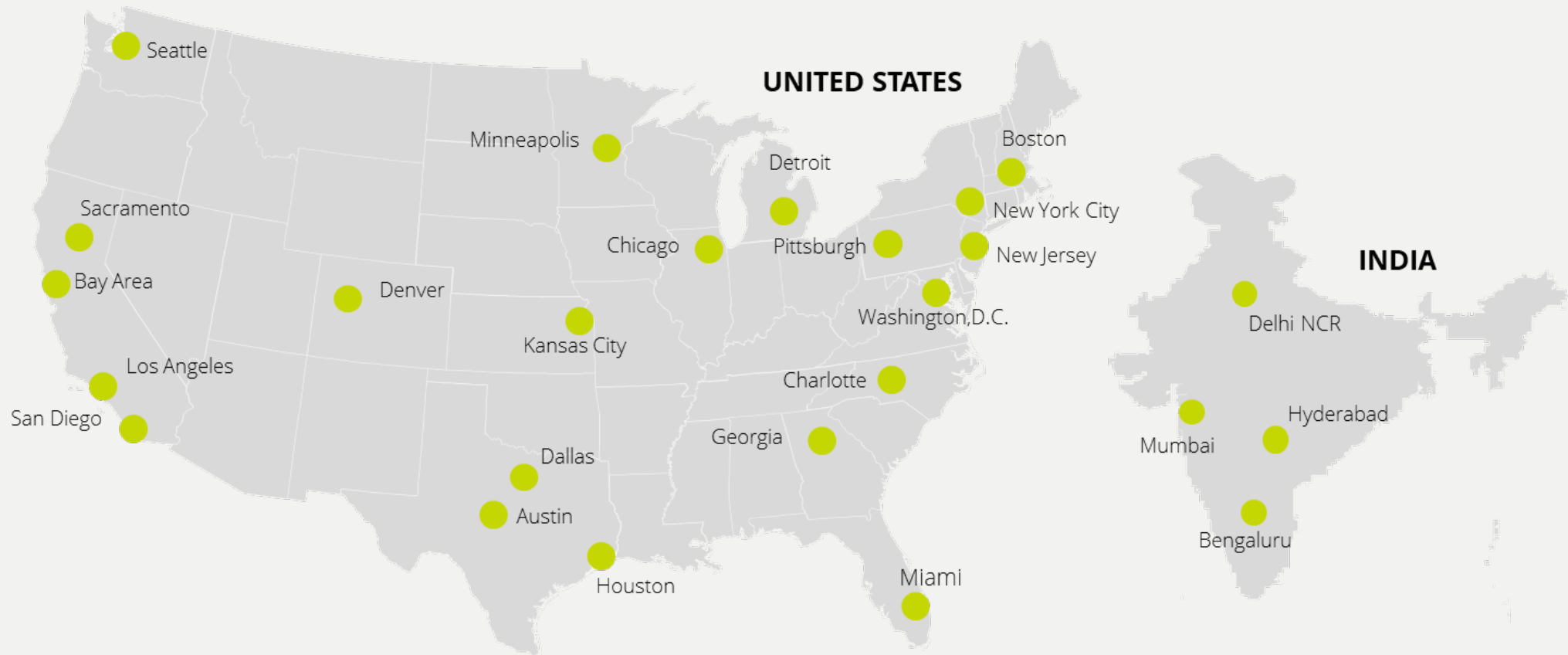
LA DC DAL ATL MIN ATX IND BOS NYC NJ PITT DEN HOU CHI DET SD CHA KC MIA BAY SAC SEA

2014 2016 2017

2018

2019

2020



Deloitte practitioners donate Consulting & Advisory services in support of nonprofits



Strategic Visioning



Business Strategy



Talent Investment



Risk & Regulatory



Donor Matters



Fiduciary Governance



Organizational Efficiency



Stakeholder Management

Projects supported **13** UN Sustainable Development Goals and **3** Core Commitments of Deloitte

- No Poverty
- Zero Hunger
- Climate Action
- Quality Education
- Reduced Inequalities
- Good Health & Well-being
- Partnerships for the Goals
- Gender Equality
- Clean Water & Sanitation
- Decent Work & Economic Growth
- Peace, Justice & Strong Institutions
- Industry, Innovation & Infrastructure
- Sustainable Cities & Communities



- Diversity, Equity & Inclusion
- Education & Workforce Development
- Sustainability & Climate Change

¹ Read more here: [United Nations Sustainable Development Goals \(SDGs\)](#)

Over the past year, nearly 700 practitioners donated 41,000+ hours to 116 nonprofits

By the numbers (2020 – 2021)



Over the past year, **stepup practitioners supported nonprofits during a global crisis**—helping to address critical challenges these organizations were facing prior to, or that emerged, during the COVID-19 pandemic

Types of volunteer projects (%)



¹ Stepup supported 7 nonprofits outside of traditional projects, to include co-hosting speaker series and other community events

Spotlighting purpose in action through our skills-based volunteering projects



RISE San Diego

San Diego | April – August 2021

RISE San Diego's mission is to elevate and advance urban leadership through dialogue-based civic engagement, dynamic nonprofit partnerships, & direct training to affect meaningful community change.

The Ask

RISE requested stepupSan Diego's support designing a public dashboard highlighting urban inequities in San Diego's underserved communities.

The Impact

The stepup team identified key inputs for the dashboard by analyzing publicly available datasets and hosting a human-centered design workshop with various stakeholders from San Diego. Using this information, stepup drafted user journeys, created a mock-up of the requested data visualizations, and drafted a set of key technical recommendations that RISE could use to further build out the tool.



Para Los Niños

Los Angeles | July – September 2020

The mission of Para Los Niños is to foster pathways to success through excellence in education, powerful families, and strong communities for children and youth to thrive.

The Ask

Para Los Niños (PLN) requested stepupLA's assistance with creating a set of operating policies and trainings to support school reopening in Fall 2020 after the initial COVID-19 lockdown.

The Impact

StepupLA helped develop comprehensive return to work plans for PLN's school and non-school sites; additionally, the team curated a recommended public health curriculum for PLN to use to confirm ensure adherence to public health guidelines. These plans enabled PLN to have a smooth reopening for its early education centers.

Spotlighting purpose in action through our skills-based volunteering projects



Greater Twin Cities United Way

Minneapolis | July – December 2020

The Greater Twin Cities United Way (GTCUW) advocates to improve housing, food, education and employment systems to meet the needs of everyone in the community, particularly people experiencing poverty.

The Ask

GTCUW established a \$3M grant to support small businesses damaged by economic challenges of 2020. United Way engaged stepup to lead a prioritization workshop to support grant recipients with handling the large influx of funding.

The Impact

stepupMinneapolis planned and facilitated a workshop to educate GTCUW's grant recipients on leading practices for managing funding, standardized application procedures, and considerations for tracking the impact of the grant money. The team created and helped GTCUW disseminate a funding prioritization matrix for nonprofits to use when determining how to use the funding.



ABC

Hyderabad | July – October 2020

The Advocates for Babies in Crisis Society, or ABC, aims to provide support, including love and care, for orphan babies across all of India and support families.

The Ask

ABC engaged stepup to support with developing their outreach and growth strategies, including identify current initiatives that have inefficiencies and would benefit from process improvements.

The Impact

StepupIndia reviewed and provided recommendations on multiple of ABC's outreach processes and platforms, including their website and their social media. In addition, Deloitte provided ABC with fundraising and volunteering strategies, recommendations on integration of payment gateways, and solutions for staff management.

Our vision for the future

As we continue to grow, we aim to achieve **sustainable impact** for the greater good.

We will continue pushing forward on making stepup **the go-to player** for skills-based volunteering within Deloitte, the professional services industry, and beyond.

We will continue to support local nonprofits while providing our professionals the development and opportunity of **lifting those in their community.**



EXPANDING OUR SERVICES

Stepup will be going beyond the 'traditional project structure' and offering a more diverse array of opportunities for both nonprofits and Deloitte practitioners to engage with one another. Examples include ideation labs, purpose workshops, and external training.



ADVANCING EQUITY

Stepup will establish relationships with nonprofits that are owned and led by women and racial/ethnically diverse people while ensuring our teams are both diverse and reflective of the communities we live and work in.



A LEADER IN COMMUNITY IMPACT

Within the professional services community, Deloitte has become the leader in skills-based volunteering. Our aspiration is to share the stepup model through thought leadership, eminence, press releases, and joint events with nonprofit, NGO, and industry leaders.

We would like to thank and show our appreciation to the following groups:

With one step at a time,
we seek a better future.

Our nonprofit relationships +

Deloitte's Purpose Office and Corporate Citizenship Leaders +

Stepup's Advisory Board and Program Advisors +

Stepup's National Program Team +

Stepup's Chapter Leads, Project Teams, and Community +

Please visit [our website](#) or email us directly at stepupUS@deloitte.com for any questions or opportunities.



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