



## The Ernst & Young LLP (EY) organization’s corporate responsibility strategy is based on the belief that the greatest impact can be made when the distinctive services and competencies used in everyday business can be applied to help solve the community’s most pressing issues.

In support of its purpose to build a better working world, the Ernst & Young LLP (EY) organization’s corporate responsibility strategy is based on the belief that the greatest impact can be made when the distinctive services and competencies used in everyday business can be applied to help solve the community’s most pressing issues. In a world where there are numerous challenges to resolve, EY directs its community engagement efforts on education, equity in the workforce and entrepreneurs (also referred to as the “3 E’s”).

EY is confident that the business community at large must play a vital role in creating positive change in our society, and as a result the desired sweet spot

to make the most difference is where organizational capabilities and societal needs intersect. To that end, community engagement is guided by the following principles:

- Opportunities for employees to engage, specifically in skills-based volunteerism
- Strategic collaboration with, and financial support of, the selected organizations
- Shared intellectual capital

As one of the area’s largest employers, EY is a proud contributor to the Greater Boston community and plans to continue to strongly support local charitable organizations.

### Education

There is no doubt that increased access to education will help develop a more skilled future workforce and create more prosperous communities around the globe. EY’s community engagement educational focus is primarily on access to and success in higher education, specifically for disadvantaged and minority students. A signature EY program, College MAP (Mentoring for Access and Persistence), matches EY volunteer mentors with local 11th- and 12th-graders in underserved high schools so they can gain access to college and succeed in higher education.

Along with College MAP in Boston, EY strongly supports: BUILD—an organization that is dedicated to proving the power of experiential learning through entrepreneurship and igniting the potential of youth in under-resourced communities to propel them to high school, college and career success; Junior Achievement (JA), an organization geared toward inspiring and preparing young people to succeed in a global economy; and City Year, in which corporate members serve as tutors, mentors and role models to help students stay in school and on track to graduate high school ready for college and career success, is another organization EY Boston supports.

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We seek to extend our impact as champions of diversity through programs and alliances that harness the untapped leadership potential of women and by supporting successful women entrepreneurs in scaling their businesses and becoming market leaders.

In addition to the “3 E’s,” EY Boston’s commitment to community engagement is exemplified on the US firm’s national day of service, EY Connect Day. In both 2017 and 2018, more than 1,000 EY professionals in the Boston area provided almost 4,000 hours of service to over 20 nonprofit organizations. Another program allowing EY professionals the opportunity to give back to the community is the campaign for the United Way, which is supported through an employee giving campaign, active participation in fundraisers and events, and assistance with grant proposals.

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## Entrepreneurs

For more than 30 years, EY has been one of the world’s leaders in advising, guiding and recognizing entrepreneurs as creators of social and economic value through community engagement as well as the Entrepreneur Of The Year® New England program. The program recognizes men and women who create the products, services and jobs that help our economy and communities grow. EY Boston is also actively engaged with NFTE (Network for Teaching Entrepreneurship), which activates the entrepreneurial mindset and startup skills within under-resourced youth to support their success and create a more vibrant society.

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## Equity in the workforce

Diversity and inclusion are essential to building a better working world. Diverse perspectives, harnessed by an inclusive culture, drive better decision-making, stimulate innovation, and increase organizational agility and resilience in the face of a rapidly changing world. In particular, increased representation of women as leaders has been shown to correlate positively with sustained economic growth and community investment.

There are a number of EY programs that focus on women in business, including Women. Fast forward, emphasizing gender pay equity; EY Entrepreneurial Winning Women™ supporting and mentoring women entrepreneurs; and the Women Athletes Business Network, a program for elite female athletes seeking to make the transition from sport to successful careers in business and leadership. In Massachusetts, EY Boston Office Managing Principal Jane Steinmetz is a fervent advocate for equality in the workplace, implementing a number of women-geared initiatives and speaking at various events.

EY Boston’s Inclusiveness Leadership Program was designed to develop an individualist approach to support the growth of the next generation of leaders. This program engages senior leaders as sponsors and mentors to local EY women and minority professionals. Another internal program meant to encourage diversity and inclusion is the EY Professional Women’s Network, which provides networking and professional development opportunities to women inside the firm, supporting mentorship and personal growth.

In addition to a focus on inclusiveness for women and minorities, EY is actively engaged in LGBT+ advocacy. The firm’s LGBT+ professional network, Unity, has played an active role in the community and industry at events and with clients. EY area leadership have also been extremely politically vocal about LGBT+ equality.