

CIVIC 50 GREATER PHILADELPHIA: HONOREE SPOTLIGHT

Doing well by doing good



DELOITTE

Deloitte.

Describe the main initiative(s) of your CSR program

Exceptional organizations are led by a purpose. Deloitte's purpose is to make an impact that matters by creating trust and confidence in a more equitable society. In the US, their core commitments focus on Sustainability & Climate Change; Diversity, Equity, & Inclusion; Education & Workforce Development; Trust; and Technology Trust Ethics.

To amplify and advance their purpose, in 2021, Deloitte named their first-ever Chief Purpose Officer. The goals for Deloitte's US Purpose Office are to consistently embed purpose in their organization's strategy and deepen the impact and positive change they are making for their clients, people, and communities.

In Greater Philadelphia and across the US, Deloitte has a long-standing commitment to Education and Workforce Development. They are striving to break the societal pattern of inequity, fighting historical injustice, and removing barriers to opportunity. They are focused on building bridges and pathways, evolving the way they work, and helping others do the same.

Deloitte is committed to advancing, supporting, and influencing efforts that help create opportunity and equity for all students and workers. This encompasses their own talent practices and their work with clients, as well as the pro bono, volunteer, and financial support they provide to nonprofit organizations.

Deloitte's commitment to purpose highlights the fundamental motivation and culture of the firm to make a meaningful impact in the world. By integrating purpose into their decision-making, they are focused on creating a more transparent, equitable, and purpose-driven culture that guides their everyday experiences.

What are some of the key learnings you gained, through participation in the Civic 50 Greater Philadelphia?

The Civic 50 Greater Philadelphia provides a valuable platform for organizations to reflect upon their social impact investment portfolio and how it is helping to strengthen the region. It reinforces the importance of integrating purpose-driven commitments internally, as well as in the broader community. The collective impact of the 50 recognized organizations stands as a testament to the power of people and possibility.

For Deloitte, equity is at the core of everything they do, including striving to build pathways to opportunity for underserved populations. As one of the largest professional services organizations, Deloitte has the ability to help create greater equity and to work to model how a business can use input from the community to determine how to mobilize its experience, assets, and resources in innovative ways that create an impact that matters.

Deloitte's ambition is to set the standard for Diversity, Equity & Inclusion (DEI) by creating the culture and systems to empower everyone to thrive as their exceptional selves and reach their full potential. This internal commitment is foundational to Deloitte's deep investments in Education & Workforce Development in alignment with WorldClass, Deloitte's global ambition to impact 100 million futures. In the US, Deloitte is committed to building bridges and pathways between education, skills training, and employment for populations historically excluded by society.

Deloitte's focus on the ultimate goal of building a more equitable society is rooted in their unique scale, history, and the ability to tackle some of the world's most complex problems. They are committed to using their voice and capabilities - and to bring together the right people - to help address some of the world's greatest challenges.

What would you share with a company that is debating whether to take the Civic 50 Greater Philadelphia next year?

Deloitte is proud to participate in the Civic 50 at both the national level and locally in Greater Philadelphia since the program's inception.

Participation in the Civic 50 Greater Philadelphia connects organizations with a network that is actively working to address the region's greatest challenges. The Civic 50 assessment provides a framework to help organizations develop insights into the depth, breadth and impact of their social impact strategy. The experience serves to not only increase each organization's effectiveness, but also provides deeper understanding of how companies can be working together to drive lasting impact throughout Greater Philadelphia.

