



EY

Building a better
working world

On the road to impacting 1 billion lives by 2030

By joining forces and innovating with clients and other like-minded organizations, we can achieve together what no one organization could achieve alone.

Learn more at: [Americas Corporate Responsibility](#)

A note from Erika Patterson

Our EY people value the importance of doing the right thing – it drives everything we do. That’s why, as a leader in professional services and corporate responsibility, I believe that we have an obligation to use our vast knowledge, experience, tools and resources to help solve the world’s toughest problems.

Through EY Ripples, our global corporate responsibility program, our goal is to impact 250 million lives by 2025 and 1 billion lives by 2030. Our approach to achieving this goal prioritizes three areas: supporting the next-generation workforce, working with impact entrepreneurs and accelerating environmental sustainability. These focus areas represent the intersection between our organizational competencies, our business strategy and societal need.

Our people’s strong desire to drive lasting, positive change for our communities, our planet and society continually pushes us further along in our endeavors. This publication, the *EY Americas Corporate Responsibility FY22 Social Impact Report*, explores the progress we’ve made, details the many initiatives we’ve led and supported, and includes stories about the impact of our efforts in the last year.

We have a long road ahead of us, but our charitable giving and volunteer programs have already driven significant progress – and they’ll continue to do so.

We know that the EY purpose is building a better working world, and our corporate responsibility work is a key way we activate that purpose. We invite you to join us on our journey toward impacting 1 billion lives.

Are you ready to start a ripple effect and help create a wave of change?



Erika Patterson

EY Americas Corporate
Responsibility Leader

Contents

Introduction
1

Innovative
programs
4

Investing in our
communities
11

Americas region
spotlight
13

Leading by
example
17

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Businesses can and must do more to foster sustainable, inclusive growth that benefits everyone, not just a few. Through innovation and collaboration, we’re working toward that ambition.

Erika Patterson,
EY Americas Corporate
Responsibility Leader

In 2018, EY Ripples, our global corporate responsibility program, was launched to bring greater scale and sharper focus to our efforts to strengthen our communities. The EY Ripples program embodies our journey to lead EY people and networks in accelerating progress toward the United Nations Sustainable Development Goals, with the EY global ambition of positively impacting 1 billion lives by 2030.

As part of that ambition, EY Americas Corporate Responsibility is harnessing the talent of over 90,000 professionals to build a world that is socially just, inclusive and sustainable.

FY22 by the numbers



~26,000
EY Ripples participants

~5.5 m
lives impacted

~257,000
hours invested

*The above metrics that are noted throughout this report in various ways represent EY Americas Ripples results that are part of the EY global ambition.



Building a socially just, inclusive and sustainable world

Devoting EY skills and experience in pursuit of one shared vision

Together with clients and other like-minded organizations, EY people use their skills, knowledge and experience to bring positive change across three focus areas: supporting the next-generation workforce, working with impact entrepreneurs and accelerating environmental sustainability. These are the areas where we believe our combined capabilities can make the biggest impact – where each ripple we start has the potential to grow and join with others to create waves of change.

Supporting the next generation

The world needs critical thinkers and creative problem-solvers ready to collaborate on solving society's toughest challenges. As a world-renowned developer of talent, the EY organization extends its knowledge to help young people and underserved groups build the mindsets and skills needed to succeed in an era of unprecedented change. Examples of our initiatives include teaching financial literacy and business skills to youth, mentoring students through the US college admissions process and coaching US veterans as they transition into the civilian workforce.



Working with impact entrepreneurs

The world needs business model innovation that prioritizes social justice, economic inclusion and environmental regeneration. Impact enterprises are doing just that by driving progress toward the UN Sustainable Development Goals. EY people extend their professional services, skills and experience to help these enterprises achieve true scale and significance. Examples of our initiatives include coaching entrepreneurs to solve for common barriers to growth, providing feedback on business plans and offering affordable access to full-time professional support to address strategic challenges.



Accelerating environmental sustainability

The world needs urgent action to address the climate emergency. As leading providers of climate change and sustainability services, EY member firms extend the value of their knowledge and experience to help accelerate the adoption of new models, technologies and behaviors that protect and regenerate the environment. Examples of our initiatives include reforestation, land and water rehabilitation, the circular economy and urban agriculture.



EY participants	12,200+	1,400+	12,200+
Lives impacted	2.8m+	2.2m+	419,000+
Initiatives	760+	160+	290+

We can achieve together what no one organization could achieve alone

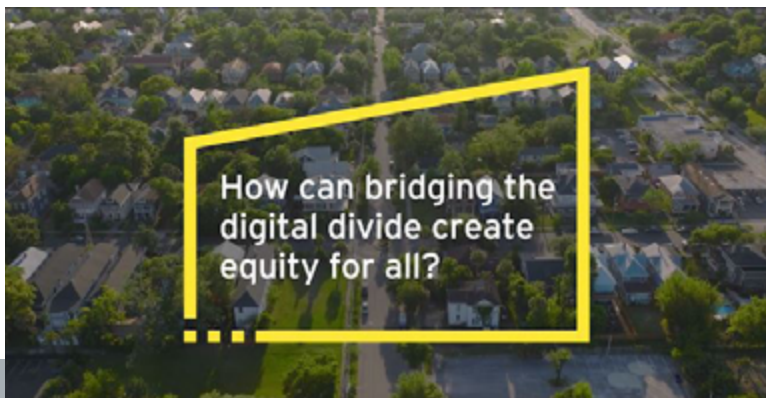
by joining forces and innovating with clients and other like-minded organizations.

Tackling the interconnected challenges of climate change and social inequality requires systemic change. Equipped with the power of EY people, we work with a growing number of organizations, such as government bodies, nonprofits, multinational corporations and impact investors, to deliver our innovative programs.



Bridging the Digital Divide

As technology constantly evolves, the digital divide prevents equal participation and opportunity in all parts of life, disproportionately affecting people of color, indigenous peoples, households with low incomes, people with disabilities, people in rural areas and older adults. Through our Bridging the Digital Divide initiative, we are committed to addressing this divide in these underserved populations by engaging EY professionals as mentors to help develop the skills necessary to thrive in a digital age. We also collaborate with hardware and internet service providers to fill device and broadband needs.



Click to watch:

[EY Bridging The Digital Divide video](#)

FY22 by the numbers

2,400+

EY participants

160k+

lives impacted

100+

third-party collaborators engaged across the US

90%+

of EY offices working to bridge the digital divide in their local communities by volunteering as mentors and joining forces with hardware and internet service providers

EY Connect Days

EY Connect Days (EYCDs) are our days of service across the Americas when EY people are encouraged to participate in Ripples initiatives to better our communities and society. Under our reimagined EYCD model, which was implemented in FY22, participation in the three EYCDs accounted for over 55% of total FY22 Americas Ripples participation. The success of EYCDs results from coordinated efforts by the EY Corporate Responsibility team and the local support provided by Ripples task forces (US and Canada offices) and Ripples country managers (Latin America offices).

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Coming together across service lines to serve our community and make it a better place to live and work is a key reason why I love EY. The relationships built with my EY colleagues during the event and the community organizations we serve are important for both my career and personal growth.

EYCD participant



FY22 by the numbers

20

countries in the EY Americas Area participated in total

15,000+

EY people participated across all three EYCDs

3,300+

people viewed our EYCD webcasts featuring special guest panelists from our clients and nongovernmental organizations; these webcasts help educate EY people on Ripples topics and contribute to continuing professional education requirements

College MAP

EY College MAP (Mentoring for Access and Persistence) is a group-mentoring program that helps demystify the process of applying to and affording college, supporting underserved students who might not otherwise have considered it an option. EY College MAP (CMAP) matches EY volunteer mentors (of all levels, backgrounds and service lines) with groups of local 11th and 12th graders from underserved urban schools across the US. Following their graduation from high school, students continue to work with mentors to persist in completing their postsecondary goals. EY College MAP mentors also help collegians build the confidence, resourcefulness and self-advocacy skills needed to take them from college to career.

In spring 2022, three College MAP students pursuing a Finance or Technology degree were nominated to participate in Expedition EY – a program that provides education, mentoring and networking opportunities. The EY Americas Corporate Responsibility team collaborated with the EY Diversity, Equity & Inclusiveness Recruiting team to pilot this and plans to continue to engage the College MAP pipeline of college students.



[Click to watch: How a decade of College MAP has changed young lives](#)

FY22 by the numbers

35
cities across the United States participate in CMAP

885
EY people supported 1,310 students in FY22 alone

99%
graduation rate of CMAP mentees

US\$1m+
raised for the EY Foundation College MAP scholarship

862
EY mentors

3,615
students mentored to date since inception, and recruiting an additional 400-plus students for the Class of 2024



Business clinics and Impact Hives

Focused on common topics of interest and barriers to growth, business clinics are intensive half-day to one-day workshops that are designed to bring together groups of impact entrepreneurs, offering a combination of practical training, peer discussion, and individual and group mentoring.

Codeveloped by EY professionals and the impact investment fund and global network Unreasonable Group, Impact Hives are short, targeted and highly effective innovation events where impact entrepreneurs are united with senior EY leaders to brainstorm ways to overcome their key challenges.



Ripples pro bono

We offer EY services on a pro bono basis to Ripples-aligned social impact organizations. In FY22, our people spent over 3,000 hours on 33 Ripples pro bono engagements across the Americas (which includes Canada, LATAM-North and LATAM-South).

Global immersive projects

Global immersive projects offer impact entrepreneurs affordable access to full-time professional support to address strategic challenges and create opportunities for long-term growth and impact. A nominal fee encourages active involvement in projects while ensuring that services remain accessible and affordable even to impact entrepreneurs in low-income communities.



A staggering **22% of childhood deaths in Uganda are caused by diarrhea**, and nearly **90% of those deaths are attributed to poor water, sanitation and hygiene**. Through its Paid to Poop project, the nonprofit Make a Difference (MAD) seeks to create an economically viable business model to improve the childhood mortality rate in Uganda by addressing the underlying causes of contaminated water and extending the value chain to include other revenue models. Over 12 weeks, an EY team advised MAD on the viability of the Paid to Poop business model and conducted research on voluntary carbon credits, which informs decision-making around pursuing carbon farming as a potential revenue stream. Altogether, this analysis helped MAD structure their Paid to Poop program to reduce childhood mortality in Uganda in the most sustainable, viable way.

EY-Earthwatch Ambassadors

The EY-Earthwatch Ambassadors program sends high-performing, early-career EY professionals across all service lines in the Americas on a weeklong expedition to conduct environmental field research and provide skills-based volunteer services.

- ▶ Since the inception of the program in 2009, 356 Ambassadors representing 74 cities across the Americas have dedicated over 26,400+ hours to local businesses and scientists.
- ▶ In FY22, 60 participants in the US went to Washington, Maine, Arizona and New Mexico, dedicating 4,200 hours and impacting about 4,600 lives.



Click to watch: [EY-Earthwatch Ambassadors | Communities and Conservation in the Amazon](#)

Highlights



Climate Change: Sea to Trees at Acadia National Park

Working in the mud flats, a team of Ambassadors contributed to an important project assessing the impact of clamming and worming on invertebrate biodiversity. On land, they sampled 50 transect lines for intertidal vegetation, helping assess populations of key plant species used to signal areas of the park that may serve as potential refugium in a changing climate. To add to this, the team contributed to the ongoing work to understand the transfer of nutrients between marine and terrestrial ecosystems in the park, returning to known sampling sites and establishing several new sites to be revisited as part of this study on cross-system subsidies. Using the smartphone application iNaturalist, the teams learned to record species observations in support of these ongoing projects.



Climate Change and Caterpillars in Arizona and New Mexico

Jointly, teams of Ambassadors collected 554 caterpillars representing 21 unique caterpillar families and over 54 species. The caterpillars were collected from 29 plant species comprising 14 families. The teams also sampled over 10 plots, which, in addition to providing interaction diversity data, yielded important data on plant diversity and biomass.



Responsible Business

The EY Responsible Business function drives the corporate citizenship of Ernst & Young LLP (EY US or the US firm). We do this by accelerating the implementation of responsibility, sustainability and inclusive growth principles into how we run our business. The following projects are examples of how the efforts of EY Ripples and Responsible Business intersect.

- ▶ Community solar investing
- ▶ Protecting biodiversity
- ▶ EY Eco Challenge
- ▶ EY Social Justice Fund

Community solar investing

As part of our strategy to reach net-zero greenhouse gas emissions by 2025, in 2019, the US firm entered into virtual power purchase agreements (VPPAs) to finance the construction of two large-scale wind farms. The wind farms, which came online and started generating renewable electricity in 2020, provide renewable electricity to the grid in Texas, where the wind farms are located. By investing in these VPPAs, the US firm can match the estimated electricity consumption of all our US offices with renewable energy credits. The wind farms generate more renewable electricity than we need, so we are able to sell the excess credits on the market. We are reinvesting the proceeds of these sales into community solar organizations that are focused on bringing access to affordable renewable energy to low-income communities. In June 2022, we reinvested US\$500,000 into two such organizations, and the funds will be used to enable the growth of these organizations and additional renewable construction projects that benefit low-income communities.



Protecting biodiversity

Pollinators like honeybees are responsible for one in every three bites of food we take, and 85% of flowering plants and trees need them to survive. But around the world, bee colonies are collapsing. To help alleviate this decline, in FY22, the Real Estate Services team worked with landlords at EY US offices in Chicago and Denver to install rooftop beehives at no cost. The network of beehives was eventually extended to Los Angeles, Seattle and Houston, and altogether the EY US hives now support over 120,000 bees. This effort is one of multiple EY initiatives related to pollinator protection. Through the EY Ripples program Global Pollinator Watch, a home-based citizen science program, participants collect data so that researchers can more closely track changes in global biodiversity.



EY Eco Challenge

The EY Eco Challenge is a new interactive experience that allows EY US people to learn and explore how eight small actions can make big environmental impacts. Users can commit to specific actions, like making small changes in household lighting and food consumption, and see how their personal commitments translate into carbon dioxide equivalents (CO₂e) saved per year, as well as how the sum of our people's actions can make a huge impact. Ultimately, the Eco Challenge allows our people to see that sustainability is everybody's business and that, together, their actions can build a more sustainable world. We've seen great results in the short time this challenge has been running, with over a million CO₂ pledges by all our EY US people.



EY Social Justice Fund

A key pillar of our firm's commitment to anti-racism and corporate responsibility is supporting organizations that are working to create a just and equitable world. As part of these efforts, we launched the EY Social Justice Fund within the EY Foundation to help address the root causes of social injustice and inequity by supporting organizations dedicated to increasing the engagement, access and influence of marginalized communities. EY people can recommend national social justice organizations or contribute to funding organizations focused on addressing inequity, discrimination or racism in the areas of education, technology, health care, the environment or economic empowerment.

In total,
EY Americas
gave US\$60.3m
in FY22

Charitable donations

EY Americas provides charitable donations to 501(c)(3) organizations and/or operational support for community engagement activities. In FY22, a total of US\$40.8m was donated across EY Americas regions.

● US\$5.3m
Canada donations

● US\$34.9m
US donations

● US\$321k
LATAM donations

● US\$220k
Israel donations

Donations to our strategic third-party collaborators

Since it was founded in 1957, the EY Foundation has contributed more than US\$300m to charitable organizations around diversity, equity and inclusion, higher education and disaster relief. In FY22, the EY Foundation donated US\$19.5m.

● US\$1m
Junior Achievement

● US\$254k
Earthwatch

● US\$774k
United Way

● US\$35k
NFTE

● US\$30k
MENTOR



Each year, EY people come together to strengthen our local communities through our giving campaign with United Way. Last year, we raised US\$8.8m benefitting more than 1,700 organizations that our people care about. Of those funds, US\$1.7m went to the digital divide fund that helps provide hardware, connectivity and digital upskilling for underserved communities.

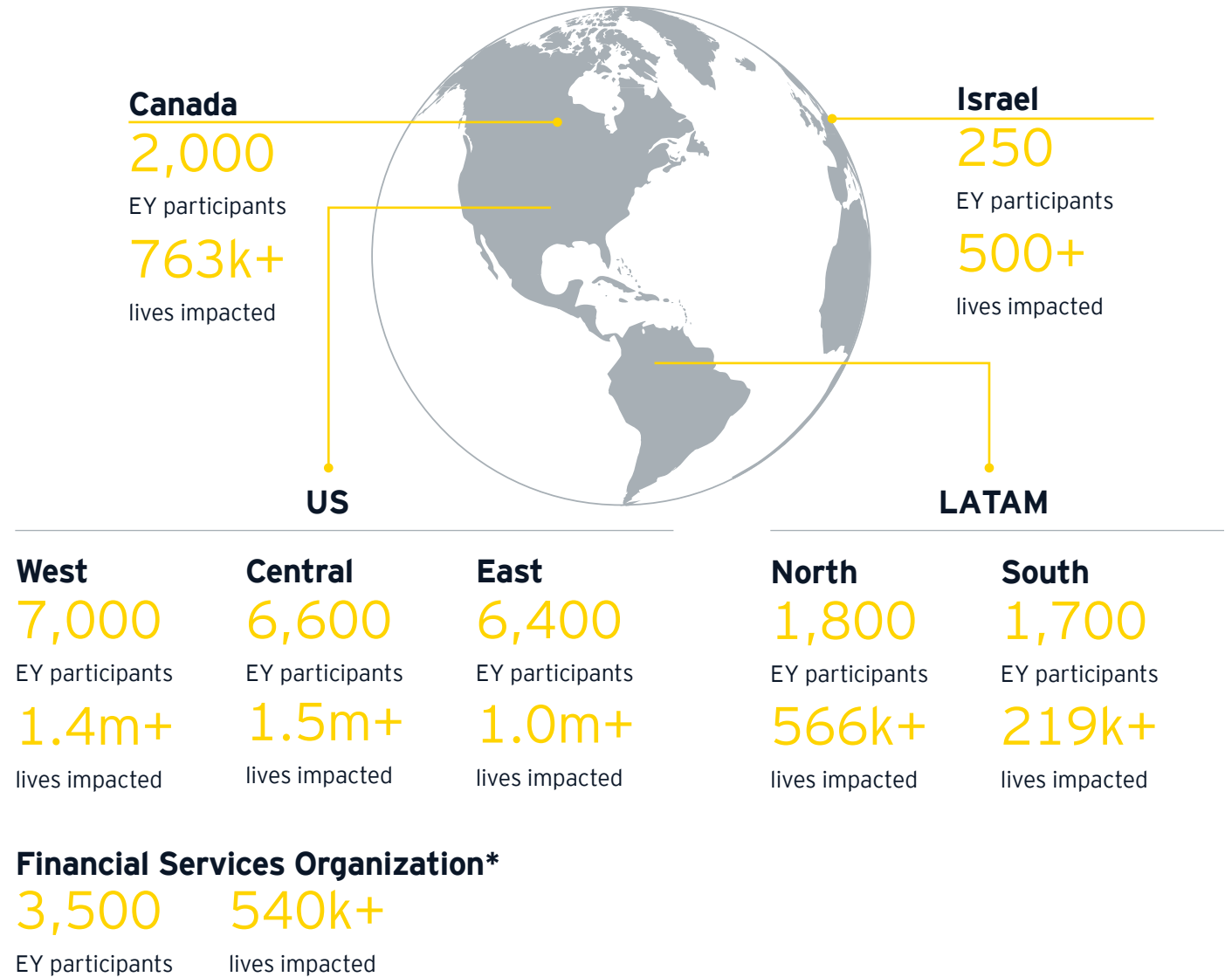


In Charlotte, about 2,500 square feet of pro bono office space at the EY wavespace™ in South End was designated for a local nonprofit called Eliminate the Digital Divide (E2D). E2D collects used laptops, refurbishes them and then distributes them to families who don't have access to computers at home. The space, which includes five offices, a conference room and a large, open workspace and is fully enabled with the technology, is being used as a technology lab where students from Title 1 high schools work to recycle and refurbish the donated technology back into the neighborhoods where they live.

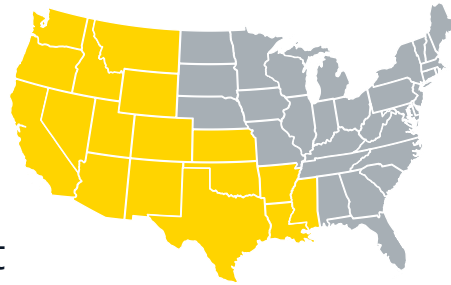
Over 20 countries in Americas regions participate in EY Ripples

With our region-based approach, local offices help drive our people's involvement in EY Ripples and effect change in the most impactful way for their communities.

Participation by Americas regions in FY22



*FSO results are reflected above within the US geographic regions.



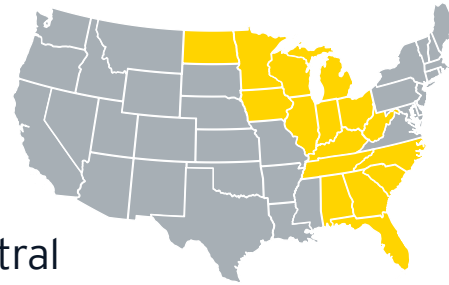
US-West

Upwardly Global

In FY22, US-West held events supporting Upwardly Global, a nonprofit that upskills immigrant and refugee professionals, helping them transition into the US workforce. Over 75 EY volunteers provided practical career transition support while opening doors for recruitment. Several EY professionals also serve as one-on-one mentors. In addition, we're educating our people on immigrant and refugee challenges in the US. In March 2022, we held an International Women's Day event for over 1,000 EY and Upwardly Global attendees to learn about how they can strengthen their local efforts.

Climate Ideation Clinic at ASU

Through an April 2022 EY Connect Day initiative, 12 Accounting students from Arizona State University (ASU) participated in an in-person Climate Ideation Clinic at ASU's new Sustainability Center. Not only was the event successful, but the school is now also tailoring their Sustainability students' education to align with the professional needs that EY US has in the ESG space. We plan to hold more ASU sessions in the future.



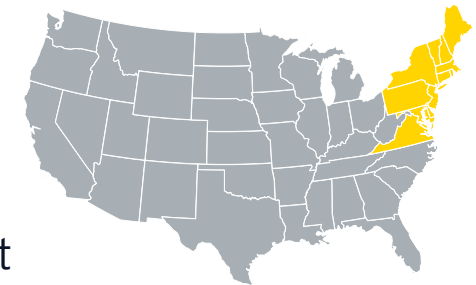
US-Central

Big Shoulders Fund Entrepreneurship Program

As part of the EY Big Shoulders Fund Entrepreneurship Program's five-month school curriculum, which is EY-funded and held virtually, students develop a business plan with the help of 30 EY volunteer mentors. The business plan is ultimately presented to judges in a virtual competition.

Atlanta Center for Hard to Recycle Materials Service Day

For the Atlanta Center for Hard to Recycle Materials (CHaRM) Service Day in December 2021, EY volunteers assisted the local nonprofit, which keeps materials like Styrofoam, electronics, household appliances, tires, textiles, glass, metals and plastics out of landfills and water systems. By supporting CHaRM, we're also helping protect the health and wellness of Atlanta residents.



US-East

Readying students for their futures

EY staff and alumni helped students prepare for their futures at a two-hour event featuring networking bingo to interact with EY professionals and career fair-style booths. The event engaged nearly 100 NYC-area students from schools and nonprofits we work with, about 35 EY alumni and almost 50 EY volunteers. Our third-party collaborators were eager to offer their students an experience in a corporate setting after two years of virtual interactions. The event was also a fulfilling, rewarding experience for EY alumni.

Business clinic for Pakistani entrepreneurs

Eight EY Consulting volunteers delivered a 60-minute virtual business clinic to about 50 entrepreneurs of the Pakistan National Incubation Hub. EY facilitators engaged them in a discussion titled "Understanding Your Customers" – an open forum where the volunteers offered ideas on how the entrepreneurs could tackle their key challenges.



Canada

Earth Day Canada - strategic scaling plan

Through this virtual initiative, the EY team evaluated Earth Day Canada's current-state operating model in Quebec. The team also created a strategic roadmap to help Earth Day Canada make the operating model scalable throughout Canada. In addition, the EY team provided strategic advice on the nonprofit's initiative to implement electric vehicle recharging stations across Canada.

The Federation of African Canadian Economics Coalition - accounting/tax support for Black entrepreneurs

In a pilot program, five EY volunteers were matched with 11 Black entrepreneurs through the MentConnect platform. The entrepreneurs had been selected by the Federation of African Canadian Economics (FACE) Coalition. Working virtually, the volunteers answered the entrepreneurs' questions, helped them complete their loan applications and made sure they were eligible for FACE funding.



LATAM-North

Enseña por Peru workshops

Twenty EY volunteers helped with 1.5-hour workshops designed to strengthen high school students' assertiveness and communication, conflict resolution and leadership skills. The students were with the Enseña por Peru (Teach for All) Student Leadership Program.

Compartamos con Colombia digital transformation talks

Two EY volunteers worked with the nonprofit Compartamos con Colombia to virtually deliver innovative talks on digital transformation to social entrepreneurs. The volunteers educated their audience on new trends in digital transformation and emphasized how important it is for all organizations to consider how to leverage relevant, challenging processes so they can be competitive and thrive.



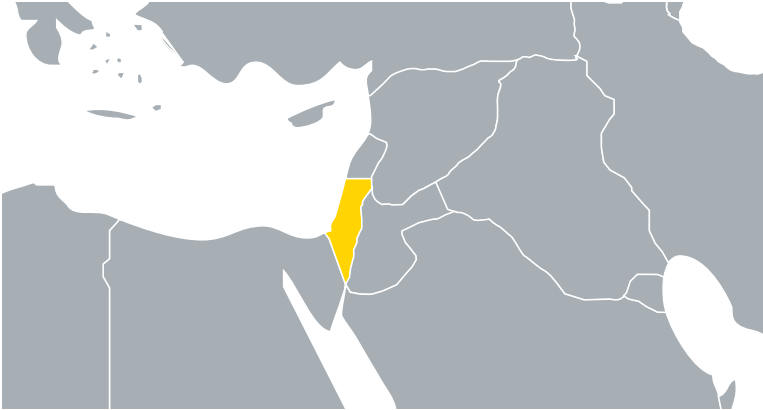
LATAM-South

Mentoring female students on STEM careers with Junior Achievement

EY Brazil secured an important collaboration with a large global client by offering one-on-one mentoring sessions to students from underserved communities. The program focuses on reducing the gender gap in technology and encouraging more girls to choose careers in science, technology, engineering and math (STEM).

EY Connect Day: Mobilize (Brazil)

Joining forces with the nongovernmental organization Mobilize, which focuses on sustainable urban mobility, 15 EY volunteers created a plan to reduce the carbon footprint resulting from our people's commutes to work. The plan includes advocacy activities to encourage the use of less-polluting modes of transportation, like bicycles and ride-sharing. In the second phase of this program, the volunteers will team up with EY Talent and other relevant teams to roll out the plan.

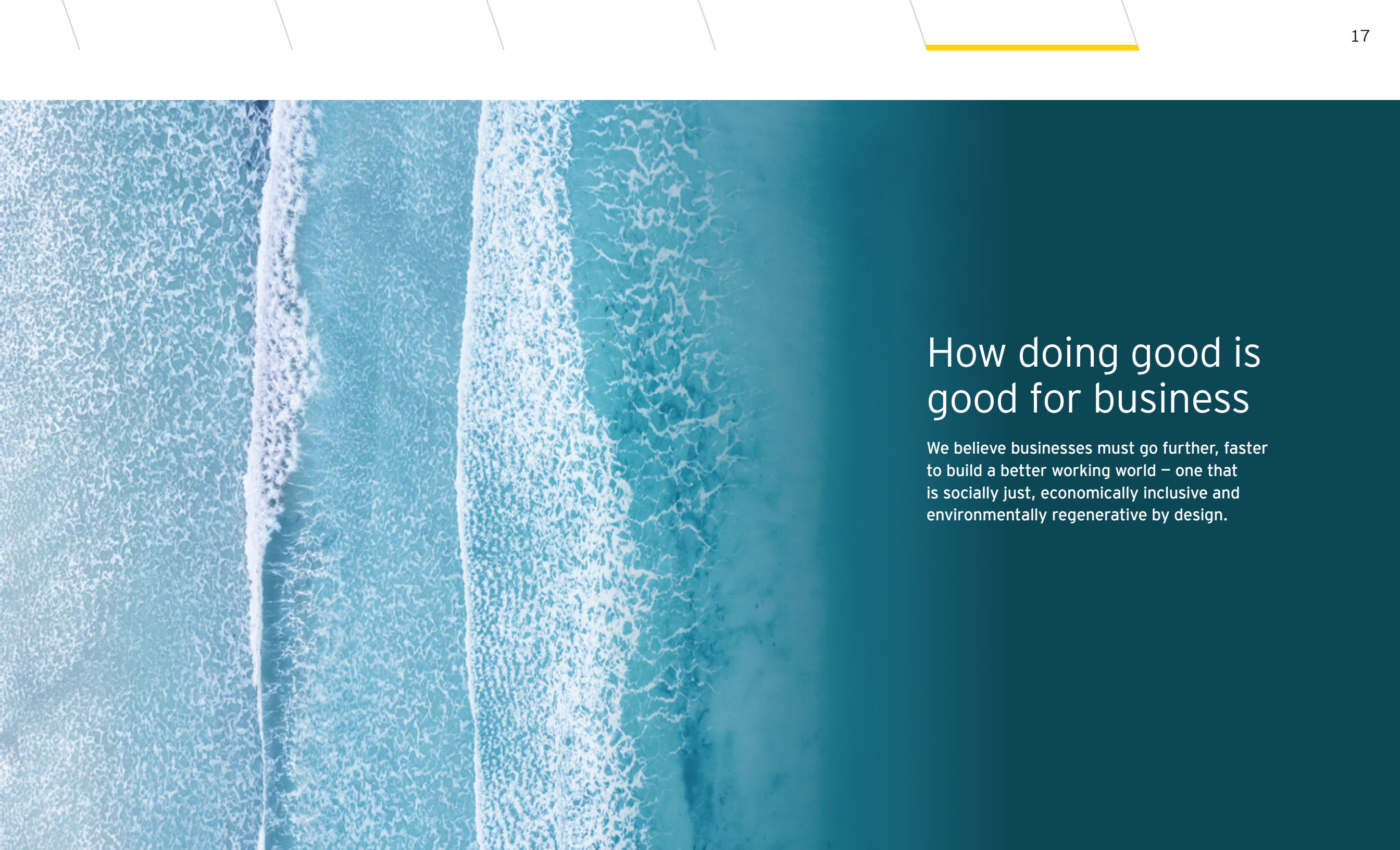


Israel

A Different Lesson

A Different Lesson is a not-for-profit organization that focuses on bridging the education gap by having professionals work with disadvantaged schoolchildren. The organization aims to use third-party volunteers who are independent of the formal education system. On International Woman's Day in March 2022, EY woman volunteers supported A Different Lesson by facilitating lessons, presentations, games and quizzes throughout different classrooms in Tel Aviv. The lessons helped explain the origin of gender inequality.



An aerial photograph of ocean waves, showing white foam from the crests of the waves against a deep blue sea. The waves are moving from the top left towards the bottom right of the frame.

How doing good is good for business

We believe businesses must go further, faster to build a better working world – one that is socially just, economically inclusive and environmentally regenerative by design.

Client collaborations

We invite our clients to help us unlock social impact at scale on a not-for-profit basis – an opportunity to develop a new type of client relationship based on shared social and business imperatives. Clients can join existing EY Ripples programs or collaborate with the Ripples team to create new social impact programs.



EY US and Microsoft are collaborating with the goal of helping upskill underserved communities in need. The two organizations are currently working on an initiative focused on countries throughout Latin America that leverages EY Future Skills Workshop content (e.g., educational materials on entrepreneurship and environmental sustainability), which is uploaded to Microsoft's Community Training platform. This platform is a user- and teacher-facing tool that allows beneficiaries to access the uploaded materials. Through this project, we hope to provide easy access to key subject matter that is necessary for the next-generation workforce to understand.

Awards and accolades

We continue to garner honors for our work as a corporate responsibility leader in the market. EY People Pulse March 2022 reports 75% Engagement Index, which indicates that our employees are proud to work for EY and would recommend EY as a great place to work.



We have been recognized on the MENTOR National Mentoring Honor Roll.



We received the Junior Achievement USA Gold U.S. President's Volunteer Service Award for 2020-21.



We won the 2022 Microsoft USA Inclusion Changemaker award for the EY STEM app, having competed against 800 applicants.

EY People Pulse survey

To gauge how our people perceive our environment and culture, we regularly solicit feedback about their EY experience.

July 2022 EY People Pulse (filtered: Americas)

76%

of employees say they are encouraged to take part in activities that have a positive impact on our wider communities and the environment.

81%

of employees feel that the EY organization provides interesting opportunities to take part in activities that have a positive impact on our wider communities and the environment.

82%

of employees say that their experience at the EY organization is exceptional.

75%

Engagement Index indicates that our employees are proud to work for EY US and would recommend the EY organization as a great place to work.

EY | Building a better working world

EY exists to build a better working world, helping to create long-term value for clients, people and society and build trust in the capital markets.

Enabled by data and technology, diverse EY teams in over 150 countries provide trust through assurance and help clients grow, transform and operate.

Working across assurance, consulting, law, strategy, tax and transactions, EY teams ask better questions to find new answers for the complex issues facing our world today.

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