

## The Multiple Benefits of Giving Back to the Community

by John M. Winn and Amy Wardrop, Deloitte & Touche LLP | March 1, 2022

Given the recent events and changes in the world, the value of giving back has become increasingly important. As we continue to live through the COVID-19 pandemic, many organizations have been operating on a completely virtual basis, while others are still trying to navigate the right balance of being in-person versus virtual. This can present many challenges for an organization and its employees to get involved in community, mentoring, and diversity, equity and inclusion (DEI) activities. However, the value of these activities can be vital to an organization. Here are some potential benefits to getting employees involved:

- **When your current employees are involved with activities that benefit others and help to pass along knowledge, it can provide a sense of well-being and comradery.** It can also provide networking opportunities across departments that may not otherwise interact.
- **Getting involved can create a positive work environment, which may retain employees.** The current job market has been extremely competitive resulting in many people changing jobs and, at times, changing their overall career path. This can present challenges for organizations to retain and attract talent. Getting your organization involved in community, mentoring and DEI activities is an investment in people. It is a great way to demonstrate your organization's values and show the community some of the benefits of being part of your organization.
- **Professionals can step away from their daily job responsibilities for a few hours, get energized by the connections and create memories.** One way that Deloitte is involved in these initiatives is through the Big Brothers Big Sisters of Coastal & Northern New Jersey workplace mentoring program, which coincides with the school year and exposes students to local businesses where employees volunteer. Through bi-weekly sessions, employees provide support, friendship and explore topics such as decision-making, conflict resolution, self-esteem, long-term life planning, job shadowing, workplace diversity, and college and career preparedness. Our professionals have enjoyed both the contributions as mentors and being "Bigs" over the years. The program has been a success for several years.

Based on our experiences with community, mentoring and DEI activities, we encourage you to consider what types of initiatives your organization has or may get involved in. There are many benefits to these types of programs! For more information about Big Brothers Big Sisters of Coastal & Northern New Jersey, please visit <https://mentornj.org/>

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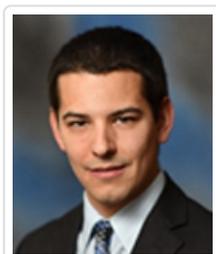
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