



Community Engagement

What Stage Is Your Company in Your Community Engagement Efforts?

Consider reaching out to your Community Engagement team, Human Resources team, or department/company leadership to help determine if you are at the beginner, intermediate, or advanced stages of community engagement, to help you select your Day 5 materials accordingly.

They can also help you determine how to best use the resources based on your company's culture.

- If you do not have a Community Engagement initiative/team/strategy or your company is just starting out, look at the materials for 'Beginner.'
- If you have an established Community Engagement team/strategy; but would like to refine it or expand it, consider materials for 'Intermediate.'
- If you have an established Community Engagement team/strategy consider yourself 'Advanced;' though you may be looking to improve, adapt, or refresh it per the ever-changing needs of our communities, world, and the changing ways in which employees prefer to give back, given their demographics (example: Gen Z workforce and their community engagement behaviors tend to be different than Gen X).

Our Toolbox Talk is designed for companies at all stages, providing a level set for the incorporation of DEI into an existing strategy, or a basis for developing new or expanding community engagement strategies.

Throughout the materials, we provide the definition of CE through a DEI lens and how this works when partnering with community organizations. It's provided below for your convenience.

What is community engagement applied through a DEI Lens?

Applying a DEI lens means truly thinking about the intersectional ways actions affect different people to diminish the risk that some communities/community members will fall through the cracks.

Example: Partnering with a homeless shelter is great, but if we don't look at this through a DEI lens, we may find we are supporting a homeless shelter that does not allow LGBTQ+ community members.