

Resources:

[Let's Put the "S" of ESG Back on Corporate Radar Screens](#)

[Integrating ESG into Corporate Culture](#)

[Governance Structure Handbook](#)

[Corporate Value Chain \(Scope 3\) Standard](#)

[Scope 3 Inventory Guidance](#)

[How to Keep Sustainability \(ESG\) at the Forefront of Decision Making](#)

[Barriers to Starting an ESG Journey](#)

[3 Actionable Steps to Help Companies Get Started with Social Procurement](#)

[5 Savvy Stats for Making the ESG Business Case](#)

[Green Biz: The First Rule of ESG: Don't Talk About ESG](#)

[ESG Disclosure Trends in SEC Filings](#)

[Global ESG Outlook & Regulations: What to Expect in 2023](#)

[ISSB Gives Companies an Extra Year on General Sustainability Report](#)

[ESG Spending: Friend or Foe in the Modern Age](#)

[ESG vs. CSR: What's the Difference and Why Does It Matter](#)

[ESG Needs a Shared Language](#)

ESG Round-Up: Regulation, Reporting, & Rankings - oh my!

- Companies are wrestling with the balance between purpose and profits.
- There is a link between profitability and a diverse management team.
- Businesses are expected to speak out about social justice issues more and more.
- Investors today are looking more at the social components of ESG.

Environmental Workshop: Finding Your Data & Beginning the GHG Journey

- Look at benchmarking reports & peers in the field to see how others are reporting.
- What is the impact of releasing this data 5-7 years from now; conduct trial runs.
- For Scope 3, understand where usage in your company is coming from.
- Communicate with your management chain – give everyone enough time to understand your data and the why behind the data.
- Build cross-functional teams that include investor relations, finance, or risk/audit.

Maintaining Momentum for the Movement: DEI

- Best practices for designing and implementing DEI programs include having everyone understand the why, including measurement & accessible data early, making the case, and creating accountability for all employees.
- You won't be able to do it all so reprioritize to focus on true lasting impact.
- Make DEI top of mind by connecting with and gaining support from C-Suite.

Governance: Managing Across Legal, Compliance, and Finance Teams

- Focus on educating those around you to fully understand ESG and its relevance to the business. Can you work with your L&D team to add ESG to employee trainings? Are you demonstrating how ESG helps achieve business goals and adds value?
- Research and share how reporting requirements will impact each function.
- Let the results do the talking with language that resonates with the audience.

Social: Engaging Staff & Defining Your "S" Metrics

- Think of ESG as a mindset to foster with employees and that brings opportunities to connect with each other and the community.
- Make engagement more accessible by simplifying programs, offering VTO, creating ambassador teams, and lowering any barriers to entry.
- Localize volunteerism to meet people where they are and give employees ownership in their community engagement.
- Treat social impact metrics and data as business reporting and include this in any board reporting alongside business data analytics.

Resiliency Despite Uncertainty: Navigating Shifts & Budget Cuts

- Few people truly understand ESG – it is imperative to learn to speak the language of your stakeholders, understand who you're talking to, and adjust the message.
- To build your case quickly, identify functions that can be impacted today and understand what's nice to have someday vs what will create value for the business now.
- Don't miss the risk/opportunity of the new generation – they want to be involved and are unapologetic about their passion for social impact.
- Money by itself does not create impact or develop relationships. Shift to giving time versus money to see additional value and focus on relationships that drive impact.

Final Thoughts:

- Much of this work is organizational change management and asking others to do their job differently - look at advocacy as a part of your brand role.
- Brace for impact - think about what's around the corner with regulation and rankings.