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We're the confidential, vendor-free membership organization for people leading ESG, social impact, and sustainability at the world's biggest companies.

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## OUR MEMBERS

1-800-FLOWERS.COM, Inc., AbbVie, Ace Hardware, Adtalem Global Education, Aflac, Alcon, Align Technology, Alliant Energy, Allstate, American Airlines, American Tower, Ameriprise Financial, Aptiv, Arizona Public Service, Bank of the West, BD, Beam Suntory, Biogen, BJ's Wholesale Club, BlueTriton Brands, Bristol Myers Squibb, Brown-Forman, BRP, C.H. Robinson, Canadian Tire, CareSource, CarMax, Carrier, CDK Global, CDW, Celestica, Cenovus Energy, CenterPoint Energy, Charles Schwab, Charter Communications, The Cheesecake Factory, Chick-fil-A, Cisco, Citizens Financial Group, Constellation Brands, Corning, Cracker Barrel Old Country Store, Eaton, Edward Jones, Electronic Arts, Erie Insurance Group, Expedia Group, Farmers Insurance, FedEx, Ferguson Enterprises, Fifth Third Bank, First American Financial, FirstEnergy, FNBO, Fortune Brands Home & Security, Georgia-Pacific, GoDaddy, H&R Block, The Hanover Insurance Group, Hard Rock International, Herbalife Nutrition, Hertz, Hyatt, Illumina, Intuit, The J.M. Smucker Company, Keurig Dr Pepper, Lam Research, Lamb Weston, Leidos, Logitech, Mars, MassMutual, Mayo Clinic, McCain Foods, Motorola Solutions, Mr. Cooper, NBCUniversal, Netflix, Nexteer Automotive, Nike, Northwestern Mutual, NVIDIA, Office Depot, Olympus, ON Semiconductor, Otis, PayPal, Penguin Random House, Pernod Ricard, Philip Morris International, PNC Financial Services, Qurate Retail Group, Raymond James Financial, Red Lobster, Republic Services, Rheem Manufacturing, Rite Aid, Royal Caribbean Group, Semptra, Shaw Industries, Subaru, Synopsys, T-Mobile, T. Rowe Price, TD Bank, Travel + Leisure Co., Tyson Foods, Union Pacific Railroad, United Airlines, UnitedHealthcare, UPS, Verizon, Vertex Pharmaceuticals, Viasat, Voya Financial, Wakefern Food, Walgreens Boots Alliance, West Pharmaceutical Services, Western Union, and Xylem.

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# What our members say:

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“ The ESG & CSR Board is my go-to source of information. I’m so inundated with a constant stream of information, but all the conversations in this community are easy to digest, valuable, high quality, and strategic. The ESG & CSR Board filters out all of the lower-level, purely administrative topics and keeps it at the programmatic level — just like they said they would.

STACY CLINE, **GODADDY**



“ When I had an urgent need, the Board was there to connect me to people who had faced the same problems I was facing and who had answers I could get quickly and confidently.

BUFFY SWINEHART, **AFLAC**



“ The sheer support from the ESG & CSR Board and the overwhelming desire to support employees and the world however they can is uplifting. It gives us hope to hear all the good that is happening from corporate America. Their ideas on assistance funds, volunteerism, charitable giving, etc. have been a great way to think through what our programs will look like as things evolve. We’re feeling very grateful for this group right now.

CATHERINE JONES AND CHRIS DOUCET, **ACE HARDWARE**



“ Tuning in to the social unrest discussions alone made our membership fees worth it. We’re happy participants, thank you!

KRISTA ORTWEIN, **OLYMPUS**



“ In addition to my sustainability role, we have active representation in the ESG & CSR Board from our charitable foundation and our corporate marketing organization.

Between the three of us, I think we’re all going to learn more and achieve our goals.

JOHN MULCAHY, **GEORGIA-PACIFIC**



“ The ESG & CSR Board is the most valuable, well-run group I have ever participated in. Every discussion I’ve participated in, whether 1:1, conference call, or in-person, I’ve walked away with meaningful, actionable information to help me do my job better.

NICOLE BOTT, **RED LOBSTER**



“ Our team is thrilled to be part of this group. The ongoing conversations and collaboration are invaluable.

DENNIS DUQUETTE, **MASSMUTUAL**



“ The ESG & CSR Board’s value has certainly shined during this challenging time. The member calls and discussions have justified the financial spend we made on membership in the last month alone. The peer-to-peer insight and benchmarking we’ve gained is critical in helping us move things along, particularly with all of our teams so tapped out during the COVID-19 crisis. I appreciate their individual outreach and would recommend them to any leaders in this space.

MATT TURNER, **HERTZ**



“ I enjoy the conversations and exchange of experiences and ideas.

CRISTINA CASTRO, **AMERICAN AIRLINES**



“ The ESG & CSR Board has been really helpful. With pre-vetted choices, we could quickly add to our philanthropic giving options — it saved me a lot of time to not redo what’s already been done by others. We picked the three most popular and talked-about choices on the Board and gave a 200% match from our foundation. In two days, we’ve raised \$40,000.

SHARON VIDAL, **ILLUMINA**

# It's the missing piece you need.

At a big company, you've got vast resources available. But what you don't have is advice and support from people like you, with jobs like yours, at companies like yours — in a confidential, vendor-free environment.

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## The four big benefits of being a member:

### 1 Actionable advice, on demand, from people who actually have the answers.

- **Real best practices.** Discover the solutions that experienced practitioners really use. Get the confidence and credibility that comes from benchmarking against the best programs.
- **Solve problems faster.** Get answers, when you need them, from people who have already figured it out.

### 3 Risk reduction.

- **Membership is an insurance policy that protects you and your company.** Get help in a crisis, and sleep better knowing you'll never be caught by surprise.
- **When things change, know the pitfalls and the shortcuts before you act.** Someone in the community has already solved it and will be there for you.

### 2 Leadership support you need to run a great program.

- **Engage in management-level discussions.** This is the only place talking about the specific challenges facing the people managing a program — not the tactics of people doing the day-to-day execution.
- **Grow a trusted network.** Build relationships with leaders like you.
- **It's like having a personal advisory board.** There are certain things you can only talk about with other leaders running programs like yours.

### 4 A supportive community that helps you win.

Surround yourself with generous people who understand you and want to help — because we're all in this together.

# No vendors. Big companies. Leaders only. Confidential. (Yes, really.)

This is a vendor-free community for people like you, with jobs like yours, at companies like yours — and problems like yours.

This is the group for people leading the programs. Members are senior decision makers, along with their inner circle. You'll be talking with people who actually run their program, with experience and knowledge to share. Never find yourself with trainees or up-and-coming staff.

Who's in this group:

- Senior leaders
- Major corporations
- Sophisticated programs

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## Every single participant and company is screened. No exceptions.

### No vendors.

Absolutely no vendors will ever be allowed to participate in this organization. No exceptions. As a member, you will never get a sales pitch for anything, ever. There are no sponsors, and we will never give vendors access to you.

### Big companies with sophisticated programs.

Every member company has \$1B or more in revenue, with at least 4,000 employees. The members of this group have sophisticated programs and experience to share. Because the scale they operate on is just like yours, the solutions to the challenges often work for your organization — even when you're in completely different industries.

### Hands-on leaders running the program.

Every member you meet will be a senior leader who's a decision maker with substantial professional experience. They understand the challenges you face and are ready to help.

This community is not a training organization and is not for front-line staff. It's not for people in tactical roles. New hires, people in entry-level roles, and junior staff (even if they're being groomed for a future leadership role) are not allowed.

#### **Qualifications for the ESG & CSR Board**

##### Individual qualifications:

- Hands-on leaders of ESG & CSR programs who set policy and strategy.
- Practitioners who are running programs (beyond passionate advocates or executive sponsors).
- Substantial professional experience.

##### Company qualifications:

- No vendors: Major BtoB or BtoC client-side companies only.
- Minimum size: At least \$1B in revenue and 4,000 employees.
- Active in ESG & CSR: Members must have established programs and knowledge to share.

# We only do one thing: Conversations you can't have anywhere else.

You'll have confidential conversations with a carefully screened group of leaders by phone, email, and in person. Everything is facilitated and designed for busy people. All you have to do is ask.

This is where you ask, "Hey, what are you doing about \_\_\_\_?" You get answers, when you need them, from senior-level people like you. Everything's facilitated, on topic, distraction free, and confidential.

## We talk about the things you can't talk about anywhere else.

We talk about the things that keep you up at night: internal management issues, vendors, unprecedented topics, crisis response, and leadership strategies. (We don't cover the topics you get from other sources — the tactical or basic "how-to" concepts.)

## All you have to do is ask the question.

The four easy ways to start a conversation:

- 1 Hop on a call.
- 2 Email the members.
- 3 Ask anonymously.
- 4 Talk to the staff.

“ One of my team members participated on the Community Call on volunteerism and learned a lot about what our peers are doing in that space. It helps to justify if you want to try something new — being able to benchmark with your peers is very helpful.

BUFFY SWINEHART, **AFLAC**

## These conversations are better:

- You choose what we talk about, when you need it.
- Everything is on demand, in real time.
- All the answers come from practitioners.
- Variety of companies, industries, and perspectives.

## We set up the conversations.

The three ways members help each other:

- 1 **Fast Feedback:** Post a question, get an answer by email.
- 2 **Community Calls:** Facilitated phone discussions on deep issues.
- 3 **Direct Discussions:** We introduce you to a member who can help.

“ Our team is thrilled to be part of this group. The ongoing conversations and collaboration are invaluable.

DENNIS DUQUETTE, **MASS MUTUAL**

# This is not like other groups. This is a completely different experience.

Our members participate in many other groups, but they join this community because it's very different — and very complementary — to those experiences.

- 1 No vendors.** We don't allow vendors to access our community. We don't even accept sponsorships.
- 2 Big companies only.** No small businesses, job seekers, or salespeople. Only big companies with programs like yours.
- 3 Leaders only.** This is the group for people leading the programs. Members are senior decision makers, along with their inner circle.
- 4 Confidential.** There are certain things you can only talk about with leaders like you — knowing your conversations are completely private.
- 5 Strict qualifications, no exceptions.** We screen every company and every individual.
- 6 Conversations you can't have anywhere else.** We talk about the specific strategic challenges facing senior leaders — the things that keep you up at night.
- 7 Answers come from practitioners who actually have the answers.** No theoretical solutions. Just real, practical advice directly from your peers.
- 8 Everything is managed by a team of full-time, professional facilitators.** We take care of everything and remove all the distractions.
- 9 Never an upsell.** This isn't a community designed to sell you something else. As a member, you will never get a sales pitch for anything, ever.
- 10 Efficient and easy.** It's designed for busy leaders. Get answers on demand — much faster than your other resources.



“The ESG & CSR Board is my go-to source of information. All the conversations in this community are easy to digest, valuable, high quality, and strategic. They filter out all of the lower-level, purely administrative topics and keep it at the programmatic level — just like they said they would.”

STACY CLINE, **GODADDY**



“Joining the ESG & CSR Board is the best thing we have done. During this unprecedented time, we get access to and participate in unique, high-quality conversations with the ESG & CSR Board that we don't get anywhere else.”

ERIN GUZMAN, **SYNOPSIS**



“In addition to my sustainability role, we have active representation in the ESG & CSR Board from our charitable foundation and our corporate marketing organization. Between the three of us, I think we're all going to learn more and achieve our goals.”

JOHN MULCAHY, **GEORGIA-PACIFIC**



“The ESG & CSR Board is such a trusted resource for our field. I love participating on the calls and using the resource center. The community is extremely helpful and provides a lot of great 'back-up' for our internal conversations.”

MELISSA HAZELWOOD,  
**FERGUSON ENTERPRISES**

# A high-value membership for you and your leadership team.

This is an all-inclusive membership. We'll never upsell you.

## Deliverables:

- Team membership includes a seat for your senior-most leader and their inner circle. You can add and remove people throughout the year.
- Facilitated weekly member calls on key issues.
- On-demand Q&A by email.
- Real-time support when making vendor decisions.
- Archives of recordings of past member calls.
- Searchable database of past discussions.
- Alerts of breaking news and critical information from members.
- Reduced risk through collaboration and advice on strategic decisions.
- 1:1 introductions to other members.
- Amazing service and support from a team of professional facilitators.

## You'll get significant ROI from your membership.

- **Information value:** Detailed answers, when you need them, with no additional subscription or consulting costs.
- **Control vendor cost and risk:** Find the right ones, avoid mistakes, and manage them better.
- **Learning and development:** Keep your team trained and informed through our all-inclusive, high-value, real-time information — plus an archive.
- **Research and consulting:** Save every time you would have bought a report or hired a consultant.
- **Conferences:** Replace expensive and lengthy conferences with our fast and efficient peer discussions.

### A great experience delivered by a professional community management team.

Our professional, full-time staff are specialists in facilitation and community management. Your experience isn't managed by volunteers or moonlighting editors, event planners, or consultants.