



## Challenges, Solutions, and Strategies

One of the main challenges addressed in this Member Meetup was the inclusivity and accessibility of various CSR Programs. For example, some skills-based programs or volunteering can be meaningful in action but can prevent some employees from participating. More specifically, skills-based volunteering and programs that expect certain skills or qualifications can prevent some employees at a firm from joining. As a result, firm CSR programs and initiatives should focus on inclusivity for employees of all levels and capabilities.

Another issue is for employees to feel hesitant about participating in CSR programs if they feel that the programs are not meaningful or if they feel that the programs are not aligned with their values.

