

# DO SOMETHING GREAT

A GUIDE TO GETTING INVOLVED



ENDEAVOR IMPACT

“

THERE CAN BE NO  
GREATER GIFT THAN  
THAT OF GIVING  
ONE'S TIME & ENERGY  
TO HELP OTHERS  
WITHOUT EXPECTING  
ANYTHING IN RETURN.

NELSON MANDELA

”

# WITH ONE OF THE LARGEST CULTURAL FOOTPRINTS AROUND THE GLOBE,

Endeavor has the ability to influence perception and frame collective understanding. Born from this responsibility is Endeavor Impact, our company-wide initiative to shape and promote a better world.

Endeavor Impact encompasses all social responsibility and inclusion-related work across the company, with three pillars driving our actions and grantmaking:



## **EQUITY**

SUPPORTING THE FUNDAMENTAL RIGHTS OF ALL PEOPLE.



## **DEMOCRACY**

FOSTERING CHANGE THROUGH PARTICIPATION IN THE POLITICAL PROCESS.



## **INDUSTRY INCLUSION**

STRENGTHENING OUR INDUSTRY BY PROVIDING ACCESS FOR ANYONE TO ENTER AND SUCCEED.

We provide opportunities throughout the year to help employees stay informed, activate, advocate, and make a positive impact on various causes.

This guide outlines all the ways you can get involved and **DO SOMETHING GREAT** at Endeavor.

# 5 WAYS TO DO SOMETHING GREAT

01.

*JOIN OUR EMPLOYEE  
RESOURCE GROUP COMMUNITY*

PG.05

02.

*VOLUNTEER 24 HOURS IN 2024*

PG.08

03.

*ENGAGE IN THE DEMOCRATIC  
PROCESS*

PG.11

04.

*BECOME AN IMPACT CHAMPION*

PG.12

05.

*ENGAGE WITH THE CAUSES  
YOU CARE ABOUT*

PG.13

06.

*RESOURCES*

PG.14

# JOIN OUR EMPLOYEE RESOURCE GROUP COMMUNITY

Endeavor's ERG community is made up of **seven active ERGs** with more than **two thousand members!**

# *ENDEAVORFORALL*

These groups are open to all employees who align with their missions, including allies. Each group is unique, but here are some of the themes covered across all ERGs:

- Community building
- Connecting with colleagues
- Programming and events
- Leadership opportunities
- Influencing company-wide inclusion moments
- Advocating for community needs
- Accessing professional development opportunities and mentorship programs

JOIN THE COMMUNITY



# LEARN MORE ABOUT OUR ERGS



## ASIAN COALITION OF ENDEAVOR (ACE)

The Asian Coalition of Endeavor (ACE) champions diversity by celebrating Asian heritage in its many forms around the globe. ACE provides mentorship, empowerment, and education for Asian/Pacific Islander employees, while seeking to promote cross-Asia business opportunities throughout Endeavor.

---



## ALLIES OF VISIBLE AND INVISIBLE DISABILITIES (AVID)

The Allies of Visible and Invisible Disabilities (AVID) is a group created to advance awareness of and support for people with visible and invisible disabilities. AVID provides a space for educational resources, mentorship, and a shared sense of belonging for members of the disability community and their allies. AVID also serves to fight against disability-related stigma, both within our industries and beyond.

---



## ENDEAVOR BLACK COLLECTIVE (EBC)

Endeavor Black Collective (EBC) helps employees across Endeavor connect with others of shared backgrounds and interests to cultivate leadership skills and mentoring networks, while advancing diverse recruiting, building stronger community ties, and creating synergies and business opportunities for Endeavor.

---



## EVERY COLOUR HAS OPPORTUNITY (ECHO)

ECHO (Every Colour Has Opportunity) is an inclusive space for UK employees that brings together members of underrepresented ethnic backgrounds. ECHO aims to build cultural and community dialogue, create a better understanding of one another's differences and similarities, and provide resources and mentorship that support the company's diversity priorities.

---



## HISPANIC OR LATINE ALLIANCE (HOLA)

Endeavor HOLA (Hispanic or Latine Alliance) is an organization committed to the representation, advancement, and inclusion of Hispanic and Latine employees and their allies worldwide. HOLA strives to foster a sense of 'familia' by educating employees about Hispanic and Latine culture, providing an avenue for growth and retention, creating service and mentorship opportunities, and strengthening ties externally with Hispanic and Latine communities.

---



## PROUD (LGBTQ+)

Endeavor PROUD is a community of LGBTQ+ employees, parents of LGBTQ+ youth, and allies. PROUD acts as a global and local tool for community, education, recruitment, and service. The group fosters professional sponsorship and progressive policy change and works to ensure all employees feel able to authentically and proudly show up to work.

---



## WOMEN OF ENDEAVOR (WE)

Women of Endeavor (WE) is an organization for women and allies with the mission to propel professional advancement and equity for women across our network. WE focuses on promoting skill-building and professional development, as well as creating more professional mobility for women across the company. WE also sponsors the Women in Technology (WIT) group, which brings women across Endeavor's technology groups together.

# JOIN OUR EMPLOYEE WORKING GROUPS

Working groups are business specific efforts dedicated to collaborate with others, build an inclusive culture, foster community, exchange learnings, and support the experience of new joiners:

## WME

### LGBTQ+ WORKING GROUP

LGBTQ+ identifying agents and partners focused on advocating for new business at WME and LGBTQ+ inclusive policies.

### SHALOM

Jewish agents and executives focused on creating community for Jewish employees, advocating for inclusive policies relevant to the community, and welcoming allies across the larger agency to Jewish Heritage and traditions.

### WORKING PARENTS

Agents and partners who come together to celebrate parenthood, share pertinent resources, and advocate for inclusive policies for all parents at the agency.

[JOIN HERE](#)

---

## WME FASHION

### DRIVE

Employees focused on supporting programming throughout the year and ensuring new hires are embraced with an inclusive experience by evaluating presentations, creating day-one documents and developing a buddy-system

[EMAIL NICHOLAS GRIGGS DRAIN TO JOIN](#)

---

## IMG MEDIA

### FREETOBE

A group of culture carriers coming together to highlight and improve the workforce experience by helping lead all impact, inclusion and culture efforts and activations. FreeToBe celebrates, amplifies, spotlights and educates around the different qualities of the people that make IMG Media a better company and place to work."

[EMAIL SERENA LLOYD-SMITH TO JOIN](#)

---

## 160/90

### WE THE CHANGE

A racial and social justice taskforce that works to ensure inclusivity, anti-racism and social justice permeate the way the agency operates internally as well as in the impact created externally. WTC works across the agency to raise awareness and inclusivity through initiatives such as a pro bono speaker series with Jackson State University, Cash Mobs for Change and internal projects that support 160/90's Impact & Inclusion efforts.

[EMAIL LYNN BIKOFSKY OR ALBERT BURRIS TO JOIN](#)

# ATTEND OUR QUARTERLY INCLUSION REPORTS

Quarterly Inclusion Reports provide quarterly insights and updates on progress to promote accountability and transparency towards our inclusion goals. Mark your calendars and look out for more details regarding our upcoming virtual sessions:

Q 2 J U N E / Q 3 S E P T E M B E R / Q 4 D E C E M B E R

# LEARN MORE ABOUT OUR INCLUSION EFFORTS

Our inclusion leaders have time available weekly to connect with employees. Sign up for a slot to ask any questions and tell us more about your experience at Endeavor. We love hearing from you and value your input.

[SIGN UP FOR OFFICE HOURS](#)

# VOLUNTEER 24 HOURS IN 2024

Endeavor provides all employees with three days of volunteer time off (VTO), and this year we're encouraging employees to use all 24 hours in 2024. By taking the pledge to fulfill your VTO, you'll receive swag, incentives, and recognition for each day completed, all while using your time in service of others!

→ TAKE THE PLEDGE

Bank your hours by getting involved in the following opportunities:

## *PARTICIPATE IN OUR GLOBAL SERVICE MOMENTS*

Challenge yourself to volunteer in all four months of service this year! Keep an eye out for upcoming volunteer projects, events, and programming you can get involved in during the following moments:



**EARTH DAY**  
April

Make your city a little bit greener by supporting a local clean-up, restoration project, or sustainability initiative.



**SEASON OF SERVICE**  
September

From supporting a food bank to a beach cleanup, we'll be partnering with non-profits to provide you with several ways to make an impact throughout the month.



**DAY OF DEMOCRACY**  
November

2024 is Election Year in 40 countries! We are offering opportunities to get civically engaged and contribute to the democratic process in ways that align with your passions and values.



**GIVING TUESDAY**  
December

Make Giving Tuesday a launchpad for a holiday season of giving by using your voice, resources, and time to give back. You can look forward to gift matching, volunteering, and more!

## FIND YOUR OWN VOLUNTEER OPPORTUNITY

Want accessible volunteer options that align with your skills and interests? The Do Something Great Hub is our company-wide platform that provides you with access to hundreds of in-person and virtual volunteer events worldwide that are updated on a weekly basis.

LOG IN TO YOUR ACCOUNT

Need a refresher on how to use the platform? Click [here](#) for our user manual.



# LOOKING FOR INSPIRATION?

HERE ARE A FEW VIRTUAL OPPORTUNITIES AVAILABLE ON THE DO SOMETHING GREAT PLATFORM:

- [Mentor A Student](#)
- [Help Ukrainian Students Learn English](#)
- [Write Letters to Young Cancer Patients](#)

HERE ARE A FEW OPPORTUNITIES AVAILABLE THROUGH OUR NONPROFIT PARTNERS:



Take a language learning session with **NaTakallam**

Visit [natakallam.com/languages](https://natakallam.com/languages) and use the promo code Endeavor25 to book up to three free language sessions with a refugee.



Participate in virtual mapping to support disaster zones with the **American Red Cross**.

Download the MapSwipe app and help humanitarians gain access to accurate data to respond to global disasters.



Serve as a mentor to veterans with **American Corporate Partners**

Visit [acp-usa.org/mentor](https://acp-usa.org/mentor) (Access Code code: EDRACP) to help veterans and active-duty military transition into the workforce through a year-long mentorship.



Sign up for volunteering events through **Benevity**.

Visit the [Benevity platform](#) to sign up for monthly virtual volunteering opportunities with nonprofits and meet new impact driven employees like yourself!

ADDITIONAL VOLUNTEER OPPORTUNITIES YOU CAN EXPLORE:

- Help register voters with [Vote.org](#)
- Lend your expertise to our Industry Access Programs designed to improve career access
- Provide mental and emotional support with [Suicide & Crisis Lifeline](#)
- Create costumes for children and attend virtual performances with [Only Make Believe](#)
- Build and share a registry for providing essential items to those in need with Big Sunday
- Make meal deliveries and take the pledge to eat more plant-based with [Support + Feed](#)
- Pack kits for foster youth through [Foster Love](#)

Reach out to us at [EndeavorImpact@endeavorco.com](mailto:EndeavorImpact@endeavorco.com) for more details regarding these opportunities!

## JOIN THE ENDEAVOR SERVICE GROUP

Looking for a way to connect with others while giving back?

The Endeavor Service Group is a platform for assistants to drive service and volunteering opportunities at Endeavor. Through forming partnerships with local communities, and across our global offices, the group will help create positive change at the grassroots level.

JOIN THE COMMUNITY



## *AMPLIFY YOUR IMPACT*

We reward and recognize employees for their valuable contributions to communities by offering donation funds through the Do Something Great Hub, which can be directed towards organizations aligned with your values and passions. By utilizing our Volunteer Time Off policy, tracked in Workday, we will automatically disburse funds into your account for each completed day of volunteering.

### **8 HOURS (1 DAY)**

You will receive a \$25 credit in your Do Something Great Hub account to donate to any organization on the platform.

### **16 HOURS (2 DAYS)**

You will receive \$50 credit in your Do Something Great Hub account, access to volunteer opportunities with our clients, and a chance to win exclusive tickets to an upcoming Endeavor event.

### **24 HOURS (3 DAYS)**

**You will receive \$100 credit in your Do Something Great Hub account. Additionally, we will offer:**

- First 20 individuals who complete the pledge will receive a box of impact swag and client products
- Recognition at company- all hands and WME rollout
- Access to celebratory dinner and special events in major markets
- ERG with highest engagement will receive a \$5,000 donation to an organization of their choice

*\*Note: we will provide credit up until we hit our \$50,000 cap.*

# ENGAGE IN THE DEMOCRATIC PROCESS

We encourage employees to get civically engaged and actively participate in U.S. local, state, and federal elections.

## *ENDEAVOR VOTES*

Ahead of election cycles, look out for resources, important dates, and voter registration information from our team. You can find everything you need to stay up to date and vote in your state through our nonprofit partner Vote.org's election toolkit.

VISIT [VOTE.ORG](https://vote.org)

## *UTILIZE PAID TIME OFF TO VOTE*

Make your voice heard by utilizing our company policy that allows employees up to four hours paid time off to vote in person on election day and throughout the early voting period.

## *GET IN TOUCH*

Reach out to Matt Kaplan, Vice President of Government Relations, for more information.



# BECOME AN IMPACT CHAMPION

Take your involvement to the next level! We need people on the ground to bring our service projects to life and rely on our colleagues to help. If you're located in an office that needs more Impact, you can serve as an office lead and work with us to plan initiatives aligned with our pillars and moments throughout the year. By joining, you'll receive updates from our team regarding upcoming moments and will be connected to our office leads globally for future project planning. You'll also be able to apply your planning hours for any event towards the completion of your volunteer time off.

BECOME AN IMPACT  
CHAMPION

## PLAN A VOLUNTEER PROJECT OR IMPACT EVENT

We support all employees in volunteering with a local nonprofit or hosting an event for your colleagues and community. Once you identify a nonprofit to support or the type of event you'd like to host, we can provide you with the budget, communications, and logistical support to bring it to life. This can include a lunch + learn with a nonprofit you care about, a volunteer project in the community, or hosting a guest speaker around an important cause, just to name a few!

**Submit your ideas using the form below to get started and a member of our team will be in touch to help you.**

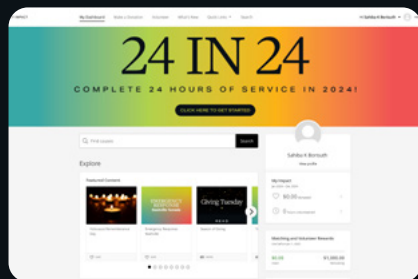
*Please note, requests must be approved and are not guaranteed.*

REQUEST SUPPORT FOR A PROJECT OR EVENT

**Looking for more resources on planning an event, working with our team, or becoming an office lead?**

CHECK OUT OUR TOOLKIT

# ENGAGE WITH THE CAUSES YOU CARE ABOUT



Our giving program connects you to thousands of nonprofits supporting the communities you live and work in. We aim to make it easy for you to make donations towards the causes you care about and magnify the impact of your dollar throughout the year. Check out the avenues we have made available for employee contributions:

## 01. MAKE A DONATION

The Do Something Great Hub allows you to browse thousands of nonprofits based on their locations, communities served, type of work, and more! Easily search and make donations to nonprofits using credit card or paypal through your account. You'll also be able to set a recurring donation, track your total amount given, and share donation links for organizations with your colleagues.

Don't see a cause listed on the platform? You can nominate an organization to be included on the platform by filling out this form. Please note that it can take 3-4 months for the platform technical team to vet and approve the organization.

## 02. UTILIZE OUR DONATION MATCHING

At certain points throughout the year, we'll offer donation matching through the Do Something Great Hub to double your impact towards causes on the platform. At these times, employees will have donations matched 1:1 for up to \$5,000. You'll be provided with matching opportunities during emergencies to give towards humanitarian aid and relief efforts.

## 03. CREATE FUNDRAISING CAMPAIGNS

Employees are encouraged to fundraise for organizations, initiatives, and projects that they are passionate about. The Do Something Great Hub allows employees to create a Giving Opportunity and easily share the link with colleagues to raise money.

# RESOURCES

## MEET THE COMMUNITY ENGAGEMENT TEAM

The community engagement team provides outlets to increase employee connectivity and proximity to our communities across the Endeavor network.



**CECILIA-KAREN  
W'EMEDI**  
Beverly Hills, CA

Manages cultural and community moments, employee engagement programming, and inclusion communications.



**HILARY KIDWELL  
FENNESSY**  
New York, NY

Leads efforts to connect employees to the communities in which they live and work through volunteerism, programming, events, and employee resource groups.



**SAHIBA  
BORISUTH**  
New York, NY

Manages Endeavor's employee volunteerism program, giving initiatives, and impact events and communications.



**SHANNON  
WALL**  
London, UK

Manages programming and communications for London's Impact and Inclusion moments and employee resource groups.



**WOODROW - STERLING  
SCYPION**  
Beverly Hills, CA

Manages our Endeavor-wide employee resource groups.

---

# RESOURCES

## MEET THE INCLUSION LEADERSHIP TEAM

The inclusion team is committed to developing, monitoring, and enhancing business-specific inclusion practices at every level, measuring our progress, and providing resources for employees to be successful and contribute to our collective achievements.

---



**DAKOTA  
ORTIZ**  
Beverly Hills, CA

Leads Inclusion strategy.



**ROMOLA  
RATNAM**  
Beverly Hills, CA

Leads Impact, Inclusion,  
& Advocacy across Endeavor.



**SAGINA  
SHABAYA**  
London, UK

Leads Impact & Inclusion  
for EMEA region.

[SIGN UP FOR OFFICE HOURS](#)

---

## REQUEST FORMS

### GETTING INVOLVED:

- **Plan an event or project:** [Submit a request for Event and Volunteer Support](#)
- **Attend our events:** RSVP for our [Upcoming Events](#)
- **Give back to your community:** Visit our community giving platform, [The Do Something Great Hub](#)
  - Questions about using The Hub? Consult the [User Guide](#)
  - Questions about your account? Contact [support@benevity.com](mailto:support@benevity.com)
  - Issues accessing your account? Make sure your work email is up to date in Workday.

### EMPLOYEE RESOURCE GROUPS (ERGS):

Looking to join an ERG? [Sign up here!](#)

### FEEDBACK AND REQUESTS:

- **Provide feedback:** If you attended an Endeavor Impact event and want to tell us about your experience, please fill out the [Event Feedback Form](#)
- **Request nonprofit support:** Have a nonprofit in mind that you want Endeavor to support? Submit a [Partnerships Request](#)
- **Share on social media:** If you have something you'd like to feature on @EndeavorImpact on Instagram, submit via the [Social Media Request Form](#)
- **Submit a donation request:** If you are a WME employee looking to request a donation, fill out the [Charitable Event & Donation Request Form](#).



# STAY CONNECTED

01. Stay up to date on Endeavor Impact's work, ways to give back, and social impact news by signing up for [Impact Headlines](#)
02. Learn about our company events, client initiatives and employee volunteerism taking place globally by following [@endeavorimpact](#) on [Instagram](#)
03. Ask a question, share ideas, or show us how you're doing something great by emailing us at [endeavorimpact@endeavorco.com](mailto:endeavorimpact@endeavorco.com)