



KPMG US Foundation FY22 Impact Report

December 2022



Introduction



A year after establishing our mission and focus areas, the Foundation's purpose is clear, and we have a defined path forward. We made thoughtful initial investments in FY22 that have been guided by our vision.

This report highlights the issues we intend to impact, the work we have accomplished to organize efforts around our mission, and how we have shared our message.

Along with full listings of our spend by focus areas, this report highlights some of the non-profit organizations we are working with that address the areas we want to impact.

We look forward to realizing the potential we have to impact equity and access in our communities.

Together. For Better.



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Our vision and focus areas

Vision

A world with equity and access to opportunity

Mission

We will **GROW Together, For Better** through trusted collaborations to improve equity and access in our communities

We will invest in organizations advancing equitable access and educational opportunities to create stronger communities



Education

- Create access to educational opportunities



Equity

- Enable more equitable access to health, wellbeing, and economic opportunity



Community

- Strengthen communities where we live and work

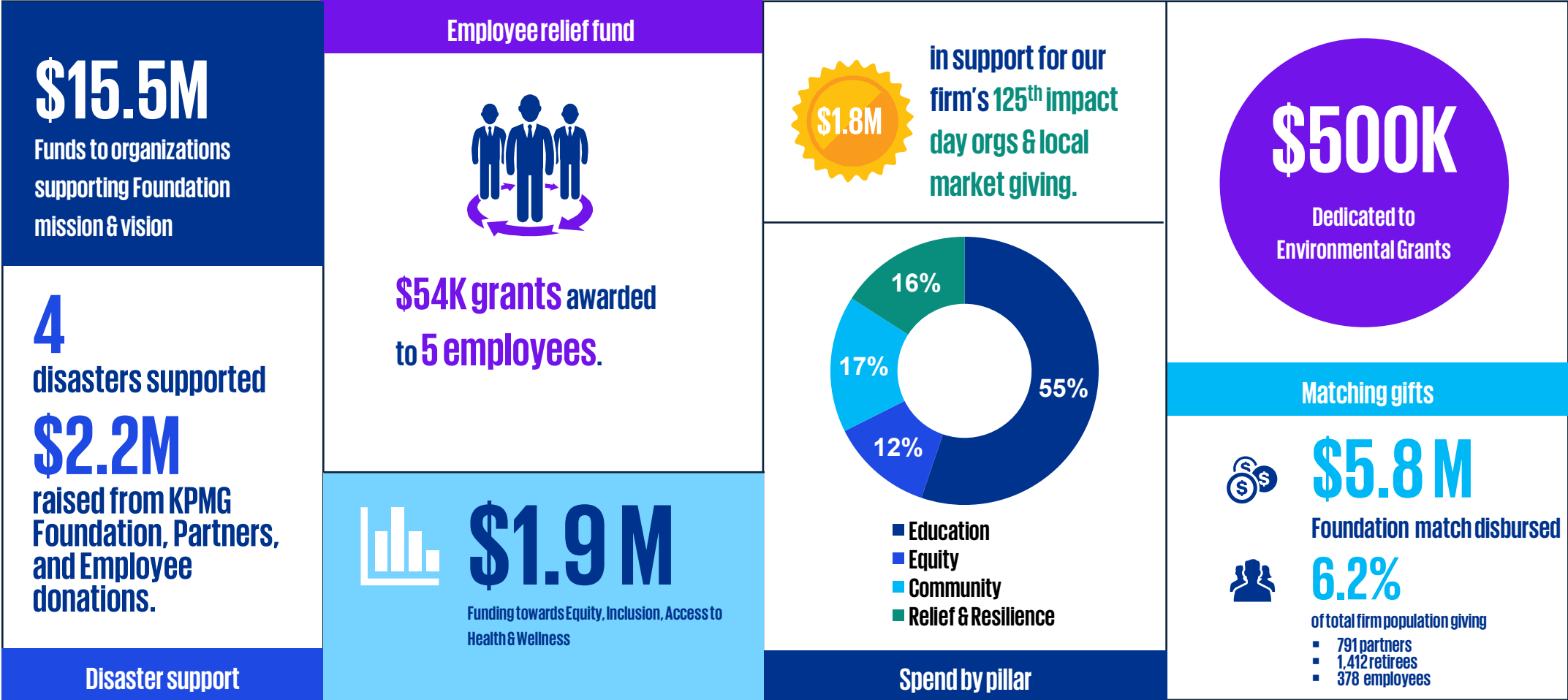


Relief and resilience

- Support disaster and humanitarian relief and recovery efforts
- Provide Employee Relief
- Protect our planet

Financials

A year in review



Financial summary

Focus Area	Impact	FY22 Actual
Education	Matching Gifts to Higher Ed Institutions	\$5,831,794
	Organizations supporting students from URGs	\$2,127,462
	Supports for Educators	\$500,000
Community	Community Impact Grants	\$619,000
	Support for the 125 th Impact Day organizations and Hub Market Support	\$1,857,927
	Points of Light Sponsorship	\$50,000
Equity	Equity, Inclusion, Access to Health & Wellness	\$1,895,000
Relief & Resilience	Employee Relief Fund & DRF Grants	\$167,815
	Foundation support for Ukraine, Pakistan, Hurricanes Ian & Fiona	\$1,700,079
	Environment	\$500,000
	Remaining funds for Racial Equity and COVID	\$70,000
	New York Fund	\$247,255
Totals		\$15,566,332

The spreadsheet provides a granular view of the financial data, including categories like 'Education', 'Community', 'Equity', and 'Relief & Resilience', with sub-categories and specific program names. It includes columns for budgeted amounts and actual spend, with some cells highlighted in yellow to indicate variances.

[Click here for a detailed summary of the FY22 spend.](#)

02

Impact



Education



Education

Our impact areas

College readiness program

Career training for quality jobs

Teacher excellence

Educational enrichment for URGs

Professional development for educators



Organization

FY22 Funding

Beta Alpha Psi	\$150,122
Enactus	\$50,000
First Book	\$386,190
Junior Achievement	\$273,400
KFFL and Beta Alpha Psi Joint Project	\$40,000
MindSpark Learning	\$200,000
National Academy Foundation	\$250,000
PhD Project	\$350,000
Turning the Page	\$25,000
Urban Schools Human Capital Academy	\$300,000
YouthInc	\$250,000
Education related liabilities*	\$352,750
Total	\$2,627,462

Issue: Teacher excellence

Urban Schools Human Capital Academy

USHCA is a national nonprofit helping urban districts become great managers of teacher and principal talent. Established in 2011, USHCA offers a sustainable method for addressing the unique human capital needs of urban school districts by building the capacity of district staff to better recruit, deploy, and retain highly effective teachers and principals. USHCA currently works in over 15 urban districts across the United States.

The Need

With over **300,000 teachers** leaving education since the pandemic, the need to strengthen the support has become a dire need in the country.

The quality of the teacher in the classroom, followed by the leader of the school, are the two most important factors in increasing student achievement – approximately **80-85%** of school district budgets are allocated towards people costs. Therefore, district leaders must understand how to proactively manage this enormous investment and asset to deliver the best outcomes for students.

Our Funding

Our funding will help USHCA:

- Partner with district human resources teams in 5 school systems.
- Identify problematic gaps in teacher effectiveness.
- Create and implement a framework for teacher evaluation.

Grant amount: \$300,000 for 1 year.

Issue: Professional development for educators



MindSpark®

MindSpark

MindSpark's focus is on re-engineering education, cutting-edge learning experiences, and workforce development. The organization equips educators with the tools to tackle society's biggest problems, prepare their students for the modern workforce and create thriving school communities. MindSpark programs deliver extraordinary professional learning experiences for educators, the community, and industry partners who then take their new skills back to the classroom and beyond. Other community partners include: IBM, Lockheed Martin, Samsung.

The Need

Education is the greatest and most foundational problem-solving mechanism that exists in society. Education is underfunded with educators not supported throughout their career. It has been cited that 1 teacher walks out of a classroom every 2 seconds in the US to seek other employment. MindSpark seeks to address the most acute barriers facing new teachers.

Watch the following video to learn more: [MindSpark](#).

Our Funding

Our funding will support MindSpark's **New Teacher Development** and **Education Accelerator** programs. Both programs are designed to support teachers with (1) more equitable classroom management techniques (inclusion in the classroom, health and wellness and resilience) and (2) professional development in areas such as: community-based problem solving, agility, unconscious bias and emotional intelligence.

Grant amount: \$200,000 for 1 year (\$100,000 per program)

Issue: Youth development programs



Youth Inc.

Youth INC has raised over \$110 million to strengthen more than 190 grassroots organizations that collectively helped over 1 million young people achieve their full potential in life. Investments in youth-development organizations that build the Social Emotional Learning of young people produce an 11-point gain in grades and test scores and an 11x return for every \$1 invested. This support means that Youth INC's more than \$110 million raised has generated over \$1 billion in impact.

The Need

According to Youth INC, 70% of youth-development organizations have inadequate resources, and less than 50% feel they can meet the needs of the youth they serve. In New York City, a majority of the youth do not have the resources they need to meet their potential. Without help, many of the city's children will be left without the support they need to get them through high school and into a supportive work environment. Youth Inc, provides support to the over 1,500 youth organizations to ensure adequate resources are provided.

Our Funding

Our funding will support the **COVID-19 Response and Recovery fund**. This is a trust-based grant provided to Youth INC which will filter through to its 80+ New York based non profits, helping them navigate the capacity and fundraising challenges Youth INC has faced over the past 3 years.

Contribution amount: \$250,000 for 1 year.



Equity



Equity

Our impact areas

Economic empowerment

Health equity

Upskilling and reskilling

Mental health

Equity for individuals with disabilities



Organization

FY22 Funding

Boys & Girls Clubs of America	\$75,000
CLUES	\$100,000
Gary Sinise Foundation	\$100,000
Girls who Code	\$75,000
Lift Orlando	\$200,000
NAMI	\$50,000
Npower	\$75,000
Outsmarting Implicit Bias	\$100,000
Special Olympics	\$150,000
USO	\$50,000
YouthInc Get On Board Program	\$50,000
Future Leaders Program	\$870,000
Total	\$1,895,000

Issue: Economic empowerment for veterans



Npower

Npower's mission is to create pathways to economic prosperity by launching digital careers for military veterans and young adults from underserved communities. Npower has demonstrated success in placing veterans with jobs post service. Demonstrated results show: (1) 81% of Npower graduates get jobs or continue their education and (2) Npower graduates receive a 361% average salary increase.

The Need

In today's economy, over 50% of all jobs require some degree of technology and digital skill. A recent Microsoft Data Science report estimates that digital job capacity—or the total number of new technology-oriented jobs—in the U.S. will grow to 13 million by 2025.

Npower's Skillbridge program is a Department of Defense program that gives military members the opportunity to gain valuable civilian work experience during the last 180 days of service. Through this new cybersecurity program, a veteran is able to obtain the necessary certifications to launch a whole new career in cybersecurity in as little as ten weeks.

Our Funding

Our funding will support **Skillbridge**, a program in Northern Virginia that focuses on:

- Training students on marketable tech skills (C++, Linux).
- Providing students with mentors in senior IT roles.
- Job placement services when program is completed.

Grant amount: \$75,000 for 1 year.

Issue: Mental health in Black communities



National Alliance on Mental Illness

NAMI provides advocacy, education, support and public awareness so that all individuals and families affected by mental illness can build better lives. NAMI provides accurate and timely information regarding symptoms and treatments. The organization strives to promote equity in access to mental health services and education by creating and distributing resources targeted to underserved communities and individuals.

The Need

According to the Health and Human Services Office of Minority Health, Black adults in the U.S. are more likely than white adults to report persistent symptoms of mental illness. Black adults living below the poverty line are more than twice as likely to report serious psychological distress than those with more financial security.

Despite the needs, only 1 in 3 Black adults with mental illness receive treatment. NAMI is focused on increasing awareness of these issues to ensure Black communities get the support they need.

Our Funding

Our funding supports **NAMI's Sharing Hope** educational video series for Black Mental Health that has been distributed to over 56 geographic communities across the US since 2021. The three-part video series includes topics, such as:

- Youth and Mental Wellness
- Community Leaders and Mental Wellness
- Black Families and Mental Wellness

Access the videos here: [NAMI Sharing Hope: Mental Wellness in the Black Community](#)

Grant amount: \$50,000 for 1 year.

Issue: Understanding implicit bias



Outsmarting Implicit Bias

Outsmarting Implicit Bias (OIB) is a project from Harvard University. Its mission is to provide science-based, accessible education about implicit bias—free of charge for individuals and institutions. The goals of the program are to (1) effectively present and update the science of implicit bias, (2) teach about implicit bias in an accessible (and even fun!) way, (3) show the relevance of implicit bias and (4) focus on actions that we can take.

The Need

Implicit bias is defined as the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. This term was coined by social psychologist, Dr. Mahzarin Banaji, creator of the Outsmarting implicit Bias project. Understanding implicit bias, can help (1) Implement better training for their employees, (2) more closely evaluate employee promotions, hiring, terminating, (3) better manage conflict, implement systems that account for bias, ultimately resulting in clearer and more thoughtful decisions and a stronger and more ethical organization.

Our Funding

Our funding supports the development of the OIB resources, where we will engage our people in providing content input. These resources will be available to our firm, and can be utilized in firm trainings.

Sample training modules can be viewed here: [Outsmarting Implicit Bias: A Project at Harvard University](#)

Grant amount: \$100,000/year for 2 years.

Issue: Economic empowerment for Latinos



CLUES

CLUES is Minnesota's largest Latino-led nonprofit organization, founded in 1981 by and for Latinos. CLUES advances social and economic equity and wellbeing for Latinos by building upon their strengths and cultures, uplifting their community, and activating leadership for systemic change. The organization supports and celebrates culture while working on the practical problems and systemic barriers faced by the community they serve. CLUES takes a holistic and community driven ("nothing for us, without us") approach to programming.

The Need

The Latinx community faces a unique set of barriers to equity inclusion, and importantly, to economic opportunity. In 2019, the median wealth of a Latino household was approximately \$14,000, a mere 9% of White households' median wealth of \$160,200.

This community was further impacted in the pandemic, with the unemployment rate peaking at 18%, verses pre-pandemic rates which were closer to 5%.

Our Funding

Our funding supports CLUES' **Economic Empowerment** initiatives, including:

- Employment coaching
- Financial capability education
- Pathways to homeownership education
- Navigating healthcare systems support

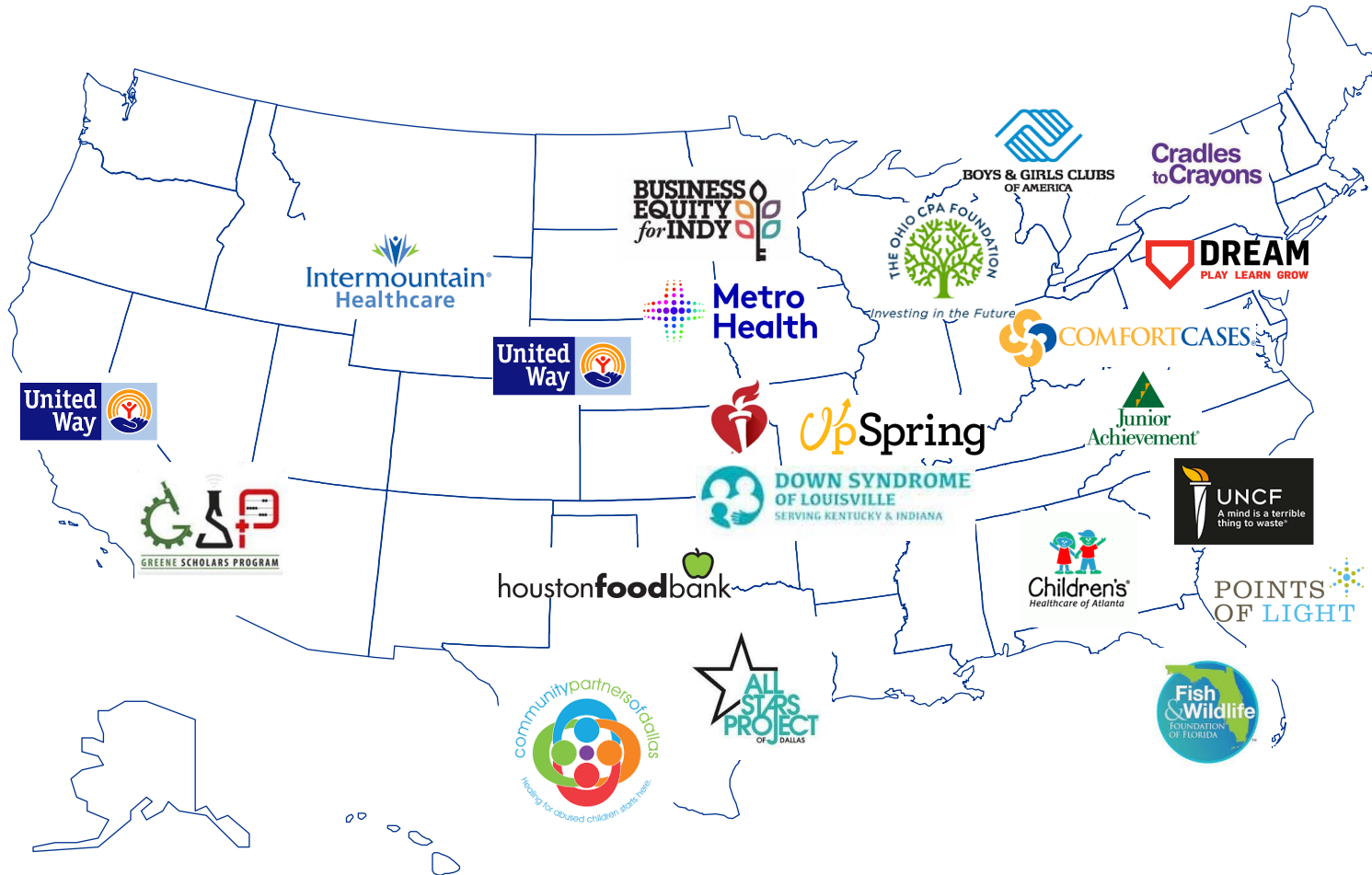
Grant amount: \$100,000 for 1 year



Community



Community



Our impact in our communities

To recognize our 125th Anniversary, we worked with local leadership across our HUBs to support the communities where we live and work.

\$1,500,000

Community Impact Day support

We provided 500 Community Impact grants to our people and funding to organizations where 22,000 of our people volunteered on Community Impact Day,

\$357,927





Disaster and Employee Relief



Disaster & Humanitarian relief

Our partnership with Global Giving connects the Foundation and all of our people to effective and vetted grassroots organizations and projects to get aid, resources and help to where it is most needed.

Relief Fund	KPMG Foundation Funding	Donations from our People
Ukraine Crisis Relief Fund	\$1,060,045	\$526,010
Pakistan Flood Relief	\$100,000	\$10,355
Hurricane Fiona Relief	\$50,000	\$60
Kerala Relief*	\$490,034	
Total	\$1,700,079	\$536,425

*Kerala Relief contributions were made to Plan International and not GlobalGiving.



\$2,236,504

includes Partner and Employee donations



Employee relief – supporting our people

This year, we provided financial assistance to our people through both our Disaster Relief Fund and Employee Relief Fund. In June 2022, we launched our Employee Relief Fund with Emergency Assistance Foundation (EAF) and kicked off the fund with a **\$125,000 contribution**.

In FY22, **5 KPMG employees** were granted financial hardship grants.

Categories of support included:

- Serious illnesses or death
- Natural disaster

Total relief grants disbursed: \$54,318.

Source	KPMG Foundation Funding	Relief Grants Disbursed
Disaster Relief Fund*	\$42,815	\$42,815
Employee Relief Fund (EAF)	\$125,000	\$11,503
Total	\$167,815	\$54,318

* The grants under the Disaster Relief Fund were reviewed by our Employee Relief Task Force (Board Task Force), while we were awaiting our fund with EAF to become fully operational.

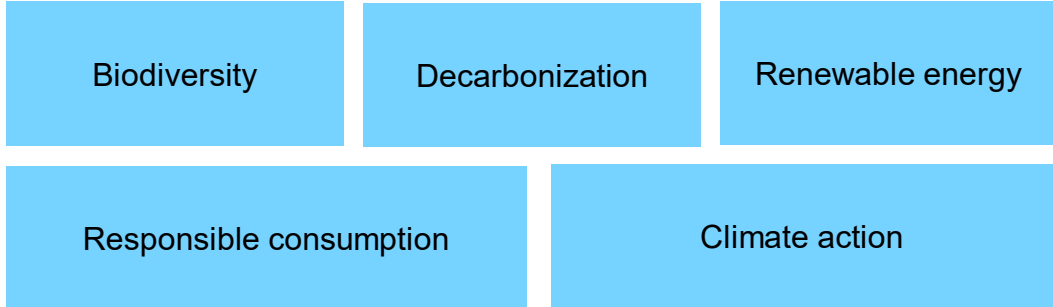


Protecting the Planet



Protecting the planet

Our impact areas



Organization	FY22 Funding
Audubon Society	\$60,000
Arbor Day Foundation	\$60,000
Climate Initiative	\$50,000
GRID Alternatives	\$50,000
Ocean Conservancy	\$30,000
Recycling Partnership	\$50,000
Sierra Club	\$50,000
2041 Foundation	\$25,000
Total	\$375,000

Protecting the planet



Local support

Protecting the planet is a key component of our ESG goals.

We worked with Darren McGann, Director of Sustainability and the Living Green BRG to identify organizations to support our ESG goals and our local communities.

Each of these local organizations was given \$10,000-\$15,000 to support their mission in our local communities.

\$125,000

Issue: Trees and biodiversity



Arbor Day Foundation

The Arbor Day Foundation has been inspiring people to plant and nurture trees since 1972. The Foundation has grown over the last 50 years and has become the largest member nonprofit organization dedicated to planting trees – and has distributed nearly 500 million trees worldwide.

The Need

Trees play a critical role in creating healthier, safer, and more connected communities. They clean our air, filter our water, and even slow storm surge and flooding in our cities. Trees also provide shade and cool our cities by up to 10 degrees, which can help prevent heat-related deaths in urban areas. Even as social and economic issues fracture our society, trees continue to connect communities, cultures, and generations.

Our Funding

Our funding supports the general mission of Arbor Day Foundation. Since 2014, the organization has been our national partner for planting a tree for every new hire.

Contribution amount: \$60,000 for 1 year

Issue: Climate action



The Climate Initiative

The Climate Initiative (TCI) aims to educate, empower and activate youth. TCI was born out of three impassioned educators deciding to tackle climate change, by empowering high school and college-aged youth to action by connecting them to their local community. Their curriculum grew into youth-led conversations with policymakers that in turn created real action, mitigation and change.

The Need

Youth are key to solving the climate challenge because they influence and foster climate concern among their parents, communities, and decision-makers.

TCI's goal is to develop a cohesive youth voice that influences decision-makers to embrace climate solutions. TCI aims to **educate, empower and activate 10 million youth** to reach this goal by 2025.

Our Funding

A unique organization that provided an opportunity to connect both our education and environment impact areas. Our funding will promote and allow for nationwide distribution of 8 existing **Learning Labs** (i.e., educators in all states, territories, and tribal national using educational modules). These learning labs will be used to teach the importance of climate action to youth. Each educator will be provided with a stipend for delivery of the program.

Grant amount: \$50,000 for 1 year

Issue: Renewable energy



GRID Alternatives

GRID Alternatives is the nation's largest nonprofit solar installer, serving families throughout California, Colorado, the Mid-Atlantic region, and tribal communities nationwide. GRID envisions a rapid, equitable transition to a world powered by renewable energy that benefits everyone. GRID's mission is to build community-powered solutions to advance economic and environmental justice through renewable energy.

The Need

Founded on the principle that free, clean electricity from the sun should be available to everyone, GRID developed a model to make solar photovoltaic (PV) technology practical and accessible for low-income communities, while providing pathways to clean energy jobs.

Our Funding

Our funding will support community-powered solutions to advance economic and environmental justice through renewable energy.

- No-cost solar installation for low-income households and multi-family affordable housing providers.
- Training to connect people to clean energy jobs.
- Energy access projects internationally and in tribal communities.
- Connecting low-income communities with electric vehicle programs.

Contribution amount: \$50,000 for 1 year

Issue: Supporting climate change

Gratitude to the KPMG Foundation

I wanted to thank you for the support for the 2041 Foundation and our UNDAUNTED expedition. We will fly the KPMG flag at the South Pole on or about January 14, 2023.

My son Barney will be with me, to complete the circle of Polar Expedition's, **which began in 1984.**

Sir William Peat I feel would be proud of us. He showed a great spirit of 'Exploration' when he Founded KPMG and as family we are proud to represent the firm. -- Robert Swan



\$25k
contribution

About 2041

The 2041 Foundation was founded by polar explorer and environmentalist Robert Swan, OBE (*Order of the British Empire*), the first person to walk to both the North and South Poles. Swan has dedicated his life to the preservation of Antarctica through the promotion of recycling, renewable energy and sustainability to combat the effects of climate change.

This website will track our expedition:
2041partnership.nttdata.com

Watch KPMGers Join Arctic Expedition:
<https://youtu.be/IYXK6Tz8JJo>



The greatest threat to our planet is the belief that someone else will save it.

Robert Swan

*Great grandson of KPMG co-founder
Sir William Barclay Peat*

03

Operations

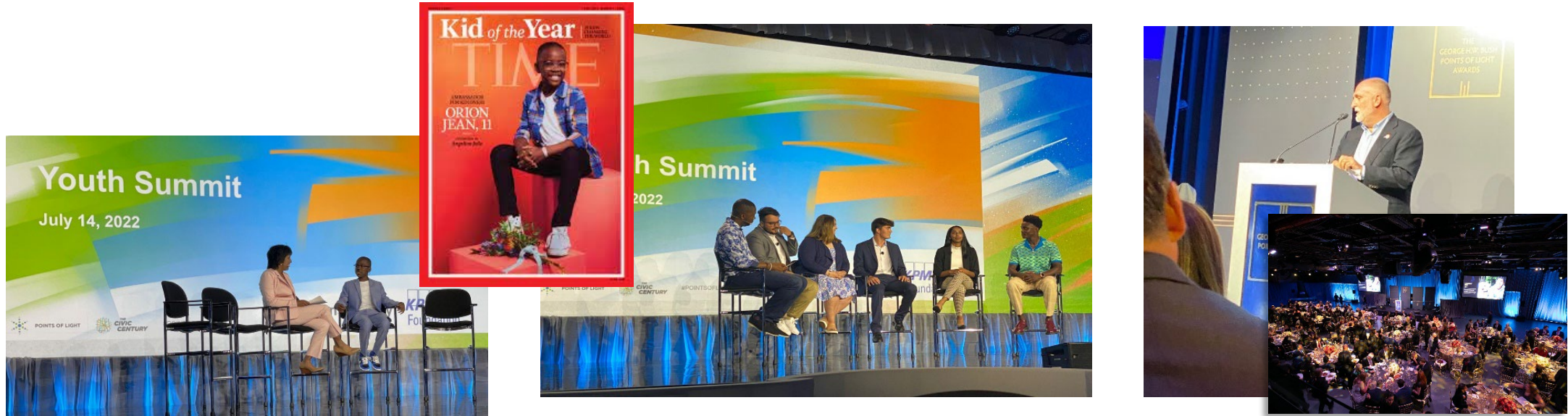
Operational accomplishments

Operations	Governance	Programs	Outreach	Firm Connectivity
Mission aligned budget	Strengthening Board governance	Expansion of Matching gifts	Press Release \$125 M Commitment	Employee Council
Integration with SAP and ACH payments	Board roles and responsibilities	Reaching New Heights	Community Impact Day	Data Citizens w/ Purpose
Enhanced vendor management	Board committees	Global Giving (Disaster Relief)	External visibility (Points of Light, ACCP)	Integrated communications strategy (Corporate Comms)
Sunsetting of old programs	Board engagement	Employee Relief Fund	CEO ESG Summit	Ongoing collaboration with teams (DEI, UTA, CI etc)
Commenced Salesforce implementation	Board candidate criteria	Health equity	LinkedIn visibility	Visibility with MC and LLP Board

04

Visibility

Out and About



July 2022 | We sponsored the Youth Summit at the Points of Light Conference. Anita interviewed Time Magazine's 2021 Kid of the Year, Orion Jean, about kindness. **In October**, KPMG Leadership attended the G.W. Bush Points of Light Awards honoring Jose Andres and Maurice Greenberg.

August 2022 | Gabe De La Rosa welcomed guests and gave remarks at the annual KPMG Professor's Dinner, during the week of the American Accounting Association Annual Meeting in San Diego, CA.

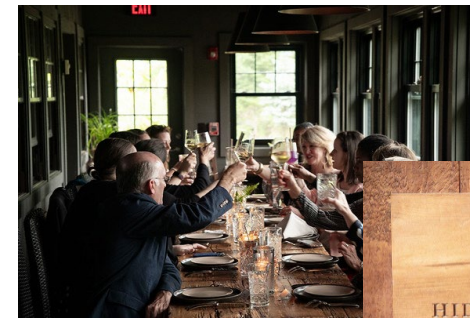
Out and About



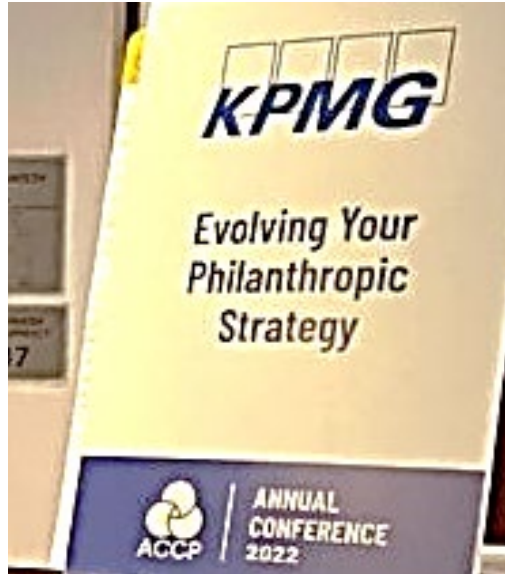
August 2022 | KPMG Foundation announced \$1M gift to Lift Orlando at an intimate event attended by Laura Newinski and several of Orlando's top municipal leaders, including mayor, Buddy Dyer.

Following the event, Eddy Moratin, CEO of Lift Orlando provided a tour of two Lift facilities- the senior center and the pre-school.

September 2022 | Anita attended a Points of Light session (CAVU) in Kennebunkport, Maine with 50 other corporate funders to discuss the future of philanthropy and how companies can work together to address the needs of our communities.



Out and About



September 2022

We facilitated a session with other corporate foundations at the Association for Corporate Citizenship Professionals on Evolving Philanthropic Strategy.



October 2022 | Elena Richards and Anita Whitehead presented together at the Retired Partner meeting to share the ways DEI and the KPMG Foundation are working together to support Accelerate 2025 and all firm initiatives



November 2022 | Panel discussion panel on Education at the US Chamber Foundation Annual Conference with Peggy Brookins, President and CEO of the National Board of Professional Teaching Standards and Chuck Cascio, Education author and blogger.



KPMG





kpmg.com/socialmedia

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