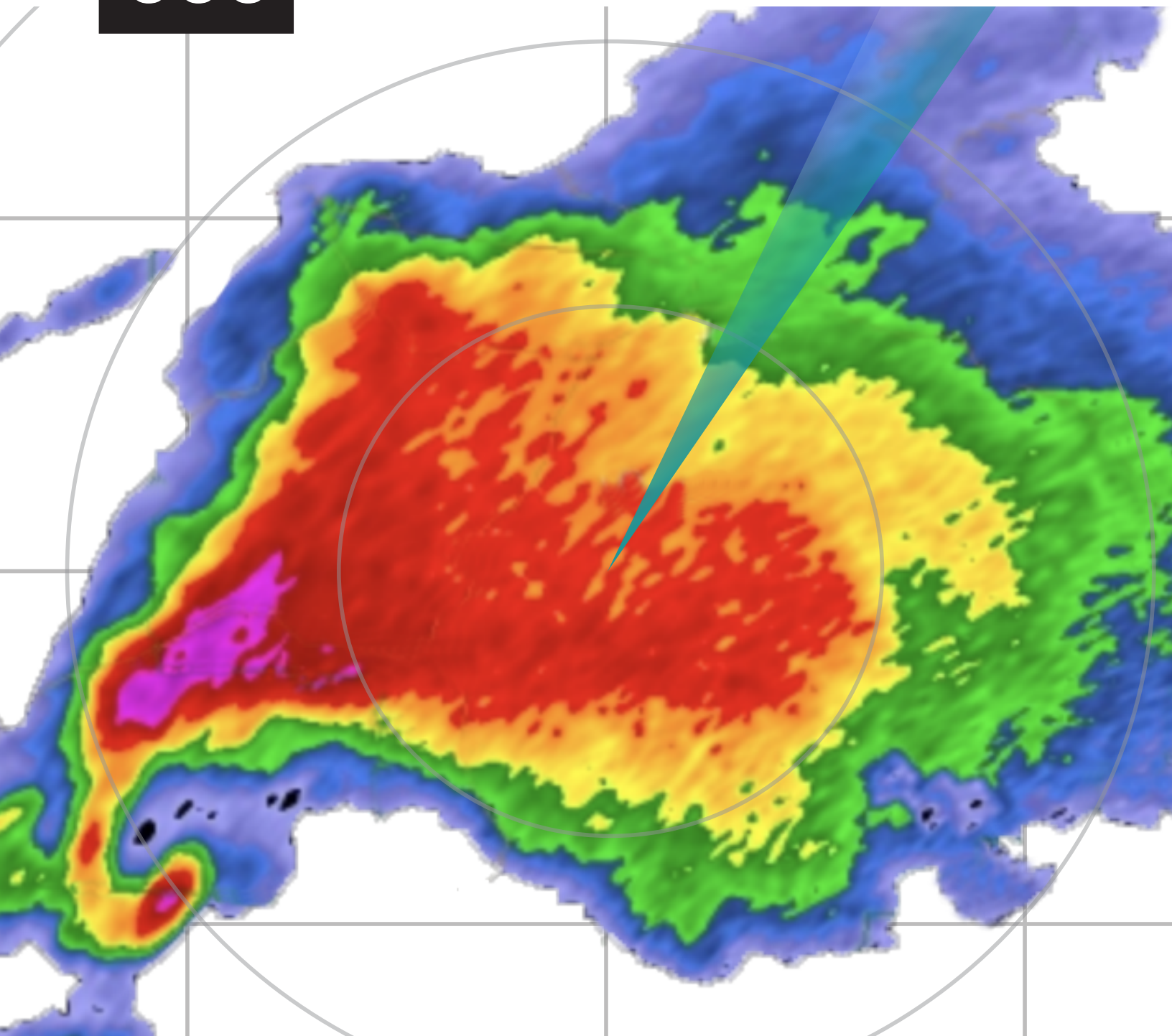


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COMMUNITY INVOLVEMENT 2021

Fast Facts

COMMUNITY INVOLVEMENT 2021

The **Community Involvement Study 2021** demonstrates how companies have stepped forward to lead social impact efforts. Since its last publication two years ago, firms moved beyond “business as usual” to prioritize basic needs and diversity, equity, and inclusion in their corporate citizenship programming while doing extraordinary things to support employees—whose engagement continues to reinforce and drive the business value of community involvement.

The study explores shifting trends in employee volunteering, corporate giving, and other means of corporate community involvement. The Boston College Center for Corporate Citizenship has conducted this research for more than 25 years.

We are providing this appendix to our corporate members to supplement the data in the report. Use the following tables to benchmark your key performance indicators in employee volunteering, corporate giving, and more against companies of similar size.

To learn more about membership, visit ccc.bc.edu.

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COMMUNITY INVOLVEMENT 2021

FAST FACTS

Type of program	Measure	Average	Minimum	25th percentile	Median	75th percentile	Maximum	# Respondents
EMPLOYEE VOLUNTEER PROGRAMS								
Employee volunteer programs ⁱ	Annual operating budget for prior fiscal year	\$377,996	\$15,000	\$50,000	\$118,000	\$394,000	\$3,200,000	n=56
Paid time off for volunteering program (PTO)	Number of hours offered to employees for the most recently ended fiscal year ⁱⁱ	19	2	8	16	24	96	n=68
	Percentage of employees who logged at least one hour during the most recently ended fiscal year	35%	1%	15%	27%	50%	100%	n=55
Employee volunteer programs	Percentage of employees who volunteered in the most recently ended fiscal year	35%	3%	18%	30%	50%	100%	n=83
	Percentage of employees who volunteered in the most recently ended fiscal year - <i>Companies with less than \$1 billion in annual revenue</i>	42%	3%	20%	33%	63%	100%	n=31
	Percentage of employees who volunteered in the most recently ended fiscal year - <i>Companies with \$1 billion to less than \$5 billion in annual revenue</i>	35%	7%	20%	33%	50%	84%	n=24
	Percentage of employees who volunteered in the most recently ended fiscal year - <i>Companies with \$5 billion or more in annual revenue</i>	28%	6%	15%	25%	35%	90%	n=27
Employee volunteer programs - Companies that track all volunteering	Percentage of employees who volunteered in the most recently ended fiscal year	35%	2%	20%	30%	50%	100%	n=53
Employee volunteer programs - Companies that track only company-sponsored volunteering	Percentage of employees who volunteered in the most recently ended fiscal year	32%	3%	15%	28%	40%	90%	n=36

Type of program	Measure	Average	Minimum	25th percentile	Median	75th percentile	Maximum	# Respondents
WORKPLACE GIVING PROGRAMS								
Giving campaign matching programs	Percentage match	100%	50%	100%	100%	100%	300%	n=60
	Minimum gift amount	\$25	\$0.01	\$1	\$5	\$25	\$500	n=54
	Maximum gift amount ⁱⁱⁱ	\$7,162	\$50	\$1,000	\$2,500	\$8,750	\$100,000	n=44
	Percentage of employees who participated in the most recently ended fiscal year	36%	3%	15%	35%	50%	98%	n=49
Disaster relief matching programs	Percentage match	100%	100%	100%	100%	100%	100%	n=29
	Minimum gift amount	\$23	\$0.01	N/A	\$25	N/A	\$100	n=21
	Maximum gift amount ^{iv}	\$4,817	\$200	N/A	\$2,000	N/A	\$30,000	n=18
	Percentage of employees who participated in the most recently ended fiscal year	7%	2%	N/A	7%	N/A	16%	n=11
Year-round employee giving matching programs	Percentage match	97%	50%	100%	100%	100%	100%	n=45
	Minimum gift amount	\$20	\$0.01	\$1	\$25	\$25	\$100	n=39
	Maximum gift amount ^v	\$3,584	\$100	\$527	\$1,500	\$5,000	\$30,000	n=39
	Percentage of employees who participated in the most recently ended fiscal year	25%	5%	10%	20%	36%	78%	n=38
Dollars for Doers program	Minimum employee volunteer hours annually to qualify for a gift ^{vi}	22	1	5	16	40	100	n=42
	Minimum gift amount ^{vii}	\$173	\$1	\$25	\$75	\$250	\$1,000	n=41
	Maximum employee volunteer hours annually to qualify for a gift ^{viii}	68	16	N/A	64	N/A	150	n=26
	Maximum gift amount	\$1,009	\$100	\$250	\$514	\$1,000	\$10,000	n=42
	Percentage of employees who participated in Dollars for Doers in the most recently ended fiscal year	14%	1%	3%	5%	20%	100%	n=33
Nonprofit board participation	Minimum employee volunteer hours annually to qualify for a gift	17	1	N/A	16	N/A	40	n=11
	Minimum gift amount	\$184	\$1	N/A	\$100	N/A	\$500	n=12
	Maximum gift amount	\$932	\$100	N/A	\$500	N/A	\$2,500	n=11
	Percentage of employees who served on nonprofit boards in the most recently ended fiscal year	9%	1%	N/A	5%	N/A	35%	n=9

Type of program	Measure	Average	Minimum	25th percentile	Median	75th percentile	Maximum	# Respondents
CORPORATE GIVING								
Corporate giving ^x	Annual operating budget for prior fiscal year	\$1,674,416	\$20,000	\$250,000	\$600,000	\$1,600,000	\$15,000,000	n=86
Companies with less than \$1 billion in annual revenue								
Giving direct from the company	Cash giving direct from the company (funds disbursed during a 12-month period) for the most recently ended fiscal year	\$1,204,280	\$44,000	\$300,000	\$904,000	\$1,800,000	\$4,697,000	n=41
Giving through the foundation (if applicable)	Cash giving through the company's foundation for a year's time period ^x	\$1,920,000	\$16,000	\$111,000	\$603,000	\$2,126,000	\$13,685,000	n=12
Non-cash contributions	Company's non-cash contributions assessed at Fair Market Value (FMV) and given during a 12-month period (e.g., merchandise, pro bono service, and office supplies) for the most recently ended fiscal year	\$1,590,061	\$16,000	\$32,000	\$78,000	\$250,000	\$11,512,000	n=19
Companies with \$1 billion to less than \$5 billion in annual revenue								
Giving direct from the company	Cash giving direct from the company (funds disbursed during a 12-month period) for the most recently ended fiscal year	\$4,070,647	\$37,000	\$615,000	\$1,417,000	\$3,000,000	\$27,544,000	n=41
Giving through the foundation (if applicable)	Cash giving through the company's foundation for a year's time period ^x	\$2,538,101	\$86,000	\$600,000	\$1,577,000	\$3,552,000	\$8,710,000	n=17
Non-cash contributions	Company's non-cash contributions assessed at Fair Market Value (FMV) and given during a 12-month period (e.g., merchandise, pro bono service, and office supplies) for the most recently ended fiscal year	\$2,469,603	\$20,000	\$100,000	\$250,000	\$1,800,000	\$28,337,000	n=15

Continued on next page

Type of program	Measure	Average	Minimum	25th percentile	Median	75th percentile	Maximum	# Respondents
Companies with \$5 billion or more in annual revenue								
Giving direct from the company	Cash giving direct from the company (funds disbursed during a 12-month period) for the most recently ended fiscal year	\$30,542,151	\$411,000	\$2,457,000	\$9,000,000	\$32,500,000	\$427,552,000	n=57
Giving through the foundation (if applicable)	Cash giving through the company's foundation for a year's time period ^x	\$47,732,000	\$248,000	\$6,958,000	\$20,826,000	\$41,665,000	\$455,000,000	n=53
Non-cash contributions ^{xi}	Company's non-cash contributions assessed at Fair Market Value (FMV) and given during a 12-month period (e.g., merchandise, pro bono service, and office supplies) for the most recently ended fiscal year	\$15,149,070	\$25,000	\$199,000	\$1,350,000	\$15,000,000	\$3,107,000,000	n=30
Multi-year grant commitments ^{xii}	Multi-year commitments by companies and/or corporate foundations	\$202,690,563	\$750,000	\$1,625,000	\$28,000,000	\$100,000,000	\$2,500,000,000	n=46

- i Extreme outliers are excluded.
- ii Six companies do not have a specific limit on the number of hours offered to each employee for PTO.
- iii Eight companies have no limit on their maximum amount for giving campaigns.
- iv Three companies do not have a limit on their maximum amount for disaster relief gifts.
- v Two companies do not have a limit on their maximum amount for year-round giving.
- vi Two companies do not have a minimum on the number of hours for their dollars for doers program.
- vii Two companies do not have a minimum gift amount for their dollars for doers program.
- viii One company does not have a limit on their maximum number of hours for their dollars for doers program.
- ix For the operating budget and the different types of corporate giving, extreme outliers are excluded, in addition to companies that do not offer that type of giving.
- x The source for foundation giving is Candid's Foundation Directory Online.
- xi Non-cash contributions of \$1 billion or more are excluded from the average calculation.
- xii Data was supplemented by publicly available information.



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Based in the **Carroll School of Management**, the Boston College Center for Corporate Citizenship combines the most valuable aspects of a professional community and the resources of a leading academic institution for our members. We integrate the perspectives and experience of some of the leading corporate citizenship professionals in the field today with management best practices, helping you align your corporate citizenship objectives and business goals. Center resources support positive outcomes for your functional area, your organization as a whole, and for you as a leader.

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