



### **GT&BSC definition for Impact Sourcing**

Impact Sourcing is all about intentional inclusive employment. It is a business practice centred around a commitment to hiring and providing career development opportunities to people in marginalised communities who are often excluded from the mainstream world of work.

Service providers recruit directly from marginalised communities who otherwise have limited prospects for formal employment.

Enterprises prioritize suppliers that intentionally hire and provide career development opportunities to otherwise disadvantaged or excluded individuals.

Corporate social responsibility is one of the key implied goals of impact sourcing, *not accessing cheap labour*. Impact sourcing promotes responsible supply chains, social equality and diverse workforces and drives inclusive economic growth and poverty reduction, allowing workers to transform their lives - for themselves, their families and ultimately communities.

Impact workers are people hired into an organisation from a global workforce who emanate from marginalised communities, such as those living under the national poverty line, the long-term unemployed, minorities, disabled, disadvantaged, veterans and ex-convicts.

### **The Role of the GT&BSC**

- Promote clear and consistent messaging as to what Impact Sourcing is
- Advocate for Impact Sourcing as a very important sourcing practice for now and into the future
- Strive for Impact Sourcing to be embedded within RFPs and procurement contracts in the public and private sector
- Support each member association to commit themselves to advocating and adopting socially conscious and responsible sourcing amongst their members and to champion and expand the practice of Impact Sourcing
- Create a platform through the GT&BSC's conference to voice thought leadership around Impact Sourcing
- Support the development of and promotion of the latest Impact Sourcing best practice
- Create an aligned repository which will globally build upon the excellent knowledge base already shared freely by the Global Impact Sourcing Coalition (GISC), IAOP and Impact Sourcing Chapters (and provide global contacts to refer to)
- Publish and promote successes and share learnings
- Publish new research and thought leadership articles on the subject

## **Immediate commitments**

- The GTBSC members pledge to continue to support the work of the GISC, the IAOP and Impact Sourcing Chapters; and continue to fly that flag and drive awareness and grow commitment and adoption around the world.
- Support the IAOP with their hosting of the Global Impact Sourcing Awards in partnership with Rockefeller Foundation.
- All members commit to actively promote the importance of Impact Sourcing to their membership communities.

## **Immediate work for the GT&BSC:**

- Clarify and communicate the GT&BSC definition of Impact Sourcing
- Actively promote its benefits to members
- Share case studies, best practices, research and white papers
- Measure current levels of adoption and plans and goals for future adoption
- Understand board level challenges and obstacles to better adoption
- Create and drive a call to action
- Measure changes in uptake with year-end research

We recognise the work and promotion will be different in different countries and the roles between Government and businesses will vary – but all members pledge to follow their best paths.