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## Acknowledgements 01

This toolkit would not have been possible without partnerships with the stakeholders of the Indo-American Center, South Asian Health Alliance, South Asian Women Resource Center, Indian American Medical Association (Chicagoland), Foundation for the Care of Senior Citizens, and the Niles (Chicago) Public Health Department. Additionally, the CARDIO program staff at the Asian Health Coalition played a key role in developing program materials and overseeing the implementation of the CARDIO program over the past few years.

We are also very appreciative for Kirtan Sabharwal's contributions to the development, design, and production of the toolkit.

The Asian Health Coalition is a non-profit 501(c)(3) organization established in 1996 to improve the health and well-being of South Asian Americans in Chicago through community-based education, supports building health advocates and research.

Asian American Health Care Foundation is a non-profit 501(c)(3) organization established in 1996 to improve the health and well-being of South Asian Americans in Chicago through community-based education, supports building health advocates and research.

## Introduction 02

Despite continued advances in life-saving medications and devices, heart disease remains the number one cause of death among Americans. This is every four deaths is caused by this common condition (2 deaths per 1,000 per year) and prevention, 70% of heart disease deaths and loss their normal control of diabetes, hypertension, and other risk factors, prevention of heart disease is essential. In doing so, specific heart-related communities such as South Asian and Chinese communities like the South Asian population in Chicago, South-Asian and Chinese communities.

The South Asian population remains at high risk for developing heart disease and related complications. They are the most ethnic group in Chicago to have both diabetes and cardiovascular disease (CVD) in the top five leading causes of death and are 4 times more likely to develop CVD than the general population (American Heart Association, 2019). Among the South Asian population, studies show increased risk of early development of CVD at a lower BMI (Björntorp et al., 2006).

The Chinese population also remains at high risk for CVD and other related complications. At a lower BMI, 50% the increasing Asian American population in America, it is critical to target specific Asian ethnic groups with CVD reduction strategies by the community. Although genetics may play a role in the elevated risk, modifiable risk factors, such as poor diet and lower physical activity, may contribute to the burden of the disease.



## CARDIO Program Results 06

The CARDIO program was held from 2019 through 2021. The program reached South Asian and Chinese community members, primarily from outside of the United States. Majority of participants were 50 and older, female, and had limited English proficiency. Breakdown of the data specific to each of these communities can be found below.

Another helpful method of data collection is participant stories. This includes stories about how the program has impacted a participant and/or their family and friends. These are useful for outreach and understanding the emotional impact of the program beyond survey results. This may provide more depth of understanding the impact of the program and may bring to light any unexpected effects of the program.

4. Create and utilize a participant story form to collect the story or set a table to listen to a participant's story. Document if a participant declines to share a story.

5. Send the participant a summary of their story and get written consent (email, text, verbal) to post their stories, ideally, a consent form should be signed if planning to share the story publicly.

6. A story with a picture is more engaging, if participants are comfortable, ask for a picture or take pictures during the interview. Participants should complete a consent for the images to be shared publicly.

See our CARDIO participant stories in the CARDIO Program Results' section below.

### CUMULATIVE RESULTS AT A GLANCE

 <b>NEARLY ALL PARTICIPANTS INCORPORATED AT LEAST HEART HEALTHY BEHAVIOR INTO THEIR DAILY ROUTINE</b>	 <b>395 TOTAL PARTICIPANTS</b>
 <b>140 PARTICIPANTS TALKED TO THEIR DOCTOR ABOUT THEIR HEART HEALTH</b>	 <b>1134 POUNDS WERE LOST</b>
 <b>MAJORITY OF PARTICIPANTS ATE MORE FRUITS AND VEGETABLES DAILY</b>	 <b>39% OF PARTICIPANTS EXERCISED MORE DAYS OF THE WEEK</b>

"I shared what I learned from the CARDIO curriculum about heart, diabetes, and salt with my family and friends. Being able to get to know fellow classmates was great and I enjoyed learning from them. I lost weight which was a huge change and am feeling physically good and taking steps for better heart health."

## Community Members 06

**Community Members** - Engaging individuals from the target community is key for program success. This was learned and being there at the table to provide insight, but also going through the community over time throughout the program.

**Community Organizations** - intentional partnerships with community organizations can impact recruitment and retention of participants. One of the main strategies for program success is collaboration with already existing community organizations that have access to regular clients. The program developed and go-to existing organizations and communication channels and their members to recruit participants. Establishing these relationships is a continuous in developing programs beyond community based communication channels. Building new connections can be done through a team-based effort through a mutually benefit community member or through cold contact. Research is to date, emphasizing the importance of the program, its potential impact on the community, and the organization's role in a crisis.

CARDIO has partnered with Community Health Centers and Community-Based Organizations to identify great individuals and invite them to participate in the program. Community Organizations also support the credibility of the program and build trust of its importance in the community, because of the knowing that they have established. For the CARDIO program, some organizations also offered space to hold classes, which were convenient and comfortable for participants.

## CURRICULUM DEVELOPMENT 01

Before developing content for the education curriculum, we identified four main goals of the program:

1. Increase awareness of heart disease in high-risk populations
2. Implement lifestyle interventions to help decrease risk of developing cardiovascular disease + hypertension
3. Form a supportive community allowing of people to feel happier, healthier lives.

For the educational portion of the CARDIO program, we did find the resource materials of healthy that Health & Behavior curriculum, created specifically for the South Asian community under the guidance of cardiologist, Dr. Wendy and Dr. Praveen (South-Asian), activities were adapted to last 15 to 20-minute community.

The final curriculum includes 6 topics covering heart disease, blood pressure, diet, staying active and getting moving, diabetes, and heart attack and stroke. Each class was designed to be approximately one hour with an additional 15 minutes for survey taking time. Working Session and Inquiries. These coverages also incorporated the curriculum and were collected during workshop about 3 months, and about 6 months after program initiation time Survey Collection Period. In addition, the curriculum and activities can be found in Appendix A.



**Client**  
Center for Asian Health Equity,  
Asian Health Coalition,  
University of Chicago Hospital

**Project**  
CARDIO Toolkit Report

**Software**  
Adobe InDesign  
Adobe Illustrator  
Adobe Photoshop

**Summary**  
Report PDF (with possibility to print) distributed to educate about diet and lifestyle within South Asian and Chinese communities.





# THE 2020 ELECTION SEASON & THE GREAT LAKES

A toolkit for getting involved

### 3 Attend a (virtual) candidate forum

Candidate forums provide an opportunity to engage with individuals running for office and ask important questions about their platforms and positions. Events hosted by a variety of organizations, such as civic groups and media outlets, provide these opportunities.

The format can vary, but they generally allow time for participants from the audience to ask questions of the candidates. Some events ask for questions to be submitted ahead of time and sometimes questions can be asked right there on the spot. Candidate forums are an important way for you to get your issue on the agenda by asking questions about how the candidate plans to take action if elected.

Below are tips to help you find candidate forums and ask important questions of candidates in your area.

**Find a forum.** Due to COVID-19, most candidate forums have been moved online and are held via Zoom meeting, Facebook Live, or another digital format. Check with groups like local media outlets, civic organizations, and chambers of commerce that regularly organize these events and follow them on social media or sign up for their email lists to receive announcements.

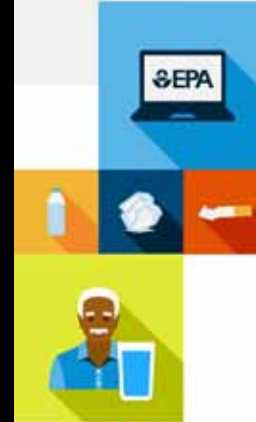
**Know the format.** Forums may be public or private, may accept questions only in advance, and may follow other specific guidelines. Check on the rules before you plan to attend so you know what to expect.

**Ask your question and make it personal.** Keep your questions direct and to the point, giving only as much information as is necessary. Make your question more impactful by sharing why it is personal to you and your community.

### 4 Speak out on social media

Voters like you can make sure that the Great Lakes and clean water are part of the election-year conversation. A great place to start is speaking out on social media. Here are some tips to get you started:

**Use a #hashtag.** Tapping into trending hashtags — #GreatLakes, #election2020, #vote, etc. — is a great way to track a conversation and follow key issues.



### U.S. ENVIRONMENTAL PROTECTION AGENCY

The U.S. Environmental Protection Agency plays a critical federal role in safeguarding the Great Lakes, protecting public health, and keeping our water safe and clean. In recent years, however, more than 80 rules and regulations that the U.S. EPA has used to accomplish these goals have been rolled back. These changes, together with funding and staff cuts, have reduced U.S. EPA's ability to enforce the Clean Water and Safe Water Drinking Acts.

To protect public health and keep our water safe and clean, the U.S. EPA must receive funding and policy direction that ensures federal Great Lakes efforts do not backslide.

How will you ensure that the states and tribes have the resources needed to protect the Great Lakes and other water resources from pollution?

How will you ensure the U.S. EPA is able to continue to support critical Great Lakes programs?

### AQUATIC INVASIVE SPECIES

**Asian carp.** Invasive Asian carp pose a serious threat to the Great Lakes regional economy and ecosystem. These fish have been found in the Chicago River as close as nine miles from Lake Michigan and past existing electric barriers that are the last line of defense. A University of Michigan study suggests that Asian carp are capable of living — and even thriving — in a much larger portion of Lake Michigan than previously thought, which only adds to the threat these invasive fish pose to the Great Lakes.

Congress authorized the U.S. Army Corps of Engineers to study options for preventing invasive Asian carp from reaching the Great Lakes. The Corps identified several solutions that would add more protections at Brandon Road Lock and Dam in Joliet, Illinois, to reduce the risk that Asian carp will reach Lake Michigan. Now is the time for Congress and Great Lakes states to move swiftly to advance the Brandon Road project.

What would you do to keep invasive Asian carp out of the Great Lakes?

How would you ensure that the Brandon Road project to prevent invasive Asian carp from reaching the Great Lakes get implemented quickly?

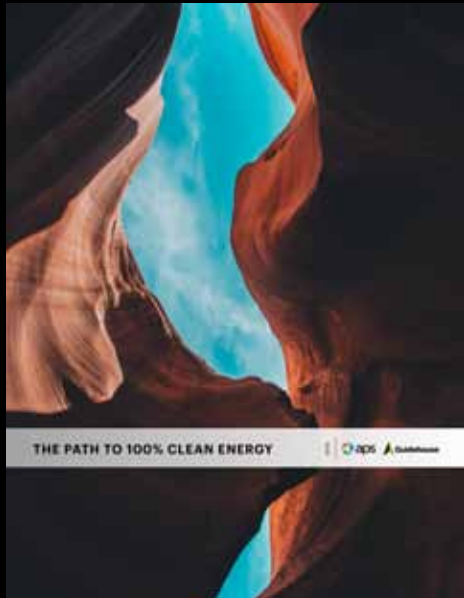


Client  
Alliance for the Great Lakes

Project  
Voter Toolkit Report

Software  
Adobe InDesign  
Adobe Illustrator

Summary  
Report PDF distributed to educate and inform voters about environmental issues and the Great Lakes.



### Introduction: Defining the Path to 100% Clean Energy

IN JANUARY 2024, ARIZONA PUBLIC SERVICE (APS) COMMITTED TO REDUCING OUR CLEAN CARBON-FREE ELECTRICITY BY 2035.

Following this ambitious goal requires a first clean-energy rate by 2025 and reaching 100% clean electricity by 2035. APS is aware of progress along these timelines from APS to create this path.

**#1 | Be a Leader in Clean Energy by Scaling Existing Decarbonization**  
APS is better positioned to lead energy goals with one of the nation's largest solar farms (APS and the Sun Studio Generating Station) providing 1,000 MW of carbon-free energy. Between 2020 and 2024, APS spent over \$1.5 billion on solar and other renewable energy projects. APS will continue to invest in solar and other clean energy projects, including solar, wind, and other renewable energy projects, and investments.

**#2 | Adapt to Extreme Weather and Other Climate Change**  
Climate change has had a significant impact on APS's operations, particularly those that are vulnerable to extreme weather and other climate change. APS is working to reduce the risk of climate change by investing in resilient infrastructure, including solar, wind, and other renewable energy projects, and investments.

**#3 | Address Environmental Social Governance (ESG) Investment Impacts**  
Positive ESG metrics are a critical component of APS's overall performance. APS is committed to addressing ESG metrics and investments, including solar, wind, and other renewable energy projects, and investments.

**Figure 2: Diversified Mix of Resources**



**Client**  
Guidehouse for Arizona Public Service (APS)

**Project**  
The Path to 100% Clean Energy Report

### Impactful Technologies

TOURNALE ENERGY, SMART BUILDING SOLUTIONS

APS's investment programs aim to reduce energy consumption by 10% by 2025. APS is committed to the following: APS will continue to invest in solar and other renewable energy projects, including solar, wind, and other renewable energy projects, and investments.

Technology is a critical component to meeting APS's goal to reduce CO2 emissions by 2025. APS is committed to the following: APS will continue to invest in solar and other renewable energy projects, including solar, wind, and other renewable energy projects, and investments.

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### Technology Expectations in Real World Performance

APS's investment programs aim to reduce energy consumption by 10% by 2025. APS is committed to the following: APS will continue to invest in solar and other renewable energy projects, including solar, wind, and other renewable energy projects, and investments.

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### Supportive Policy Frameworks

TOURNALE ENERGY, SMART BUILDING SOLUTIONS

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### Conclusions and Next Steps

COMPLEMENTARY TECHNOLOGIES FOR A DISTRIBUTED ECOSYSTEM

APS has made good progress on its journey toward 100% clean energy, but there is still a long road ahead. The complexity of the energy system requires a focused and diverse clean technology ecosystem to make clean energy a reality. APS is committed to the following: APS will continue to invest in solar and other renewable energy projects, including solar, wind, and other renewable energy projects, and investments.

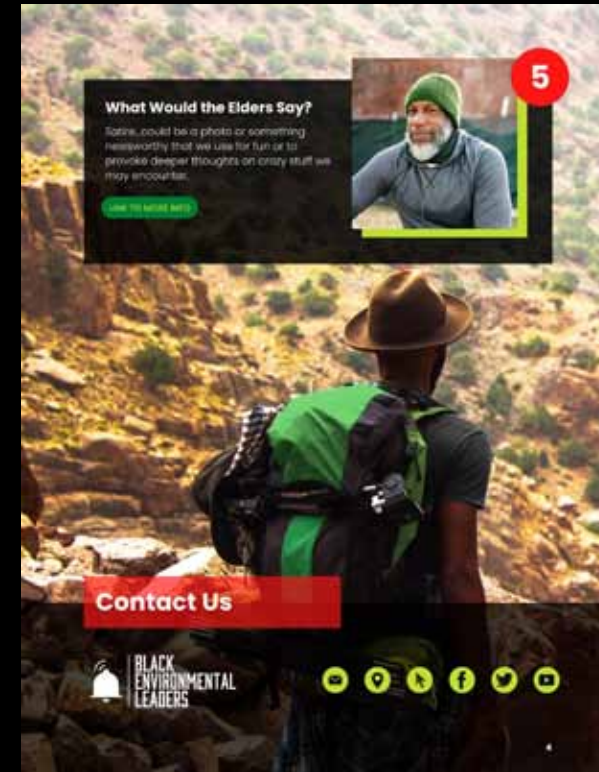
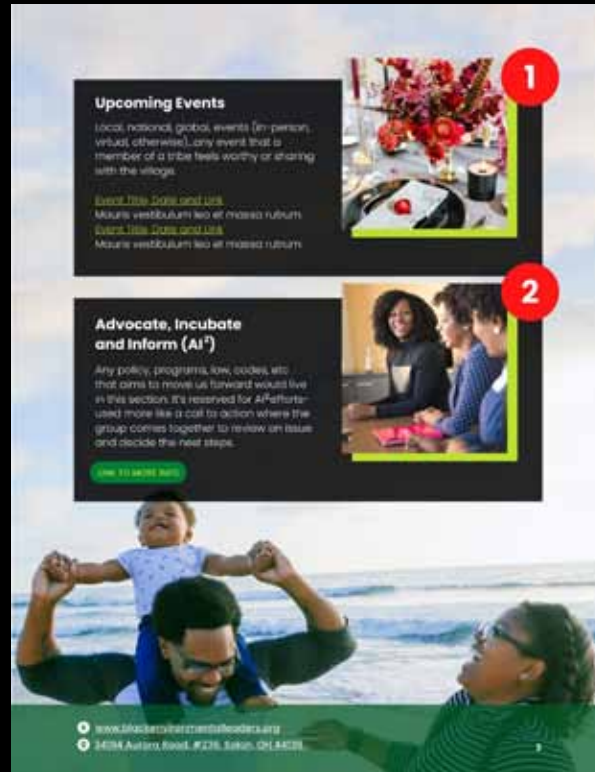
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APS will continue to invest in solar and other renewable energy projects, including solar, wind, and other renewable energy projects, and investments.

**Software**  
Adobe InDesign  
Adobe Photoshop

**Summary**  
Report distributed as PDF to shareholders, outlining a strategic plan to achieving clean energy.





**Client**  
Black Environmental Leaders Association

**Project**  
Newsletter Template

**Software**  
Canva  
Adobe Illustrator  
Adobe Photoshop

**Summary**  
A template for communication from the organization using brand colors and rich imagery.





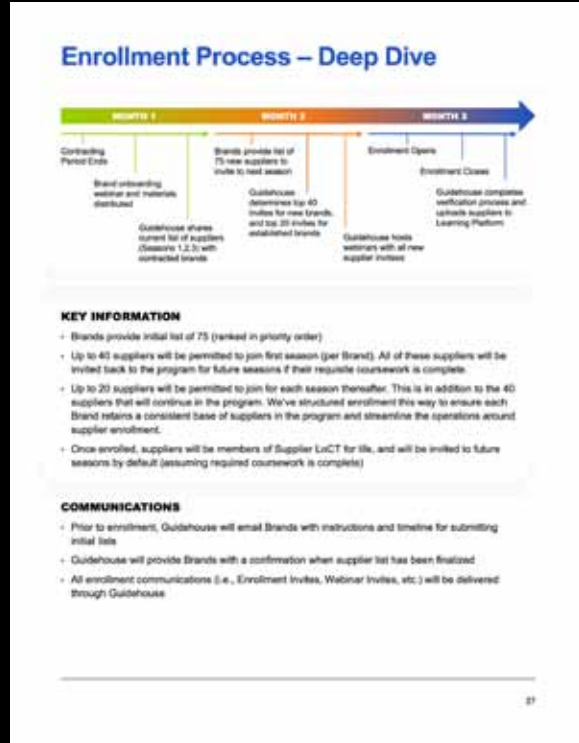
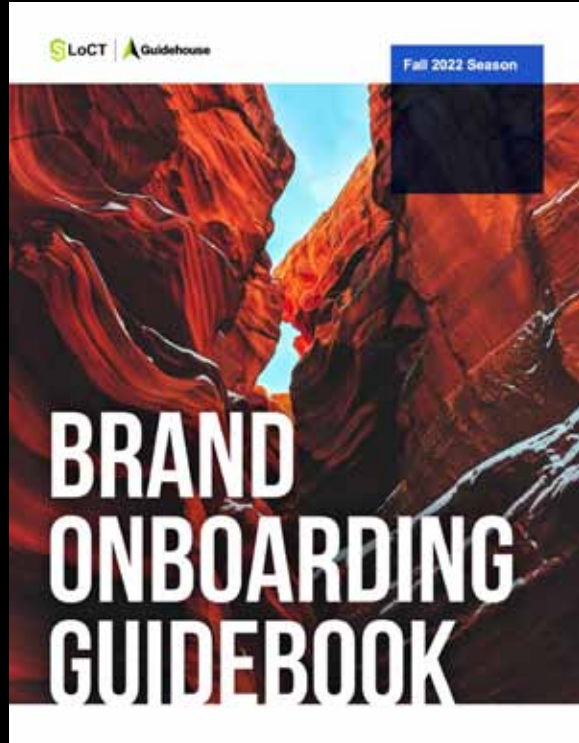
**Client**  
Village of Glen Ellyn

**Project**  
Frida 'Selfie Spot' Murals

**Software**  
Adobe InDesign  
Adobe Illustrator

**Summary**  
Five large printed images placed throughout downtown Glen Ellyn as part of Frida Kahlo: Timeless, Cleve Carney Museum of Art.





**Client**  
Guidehouse

**Project**  
Supplier Leadership on  
Climate Transition Brand  
Onboarding Guidebook

**Software**  
Adobe InDesign  
Adobe Illustrator  
Adobe Photoshop

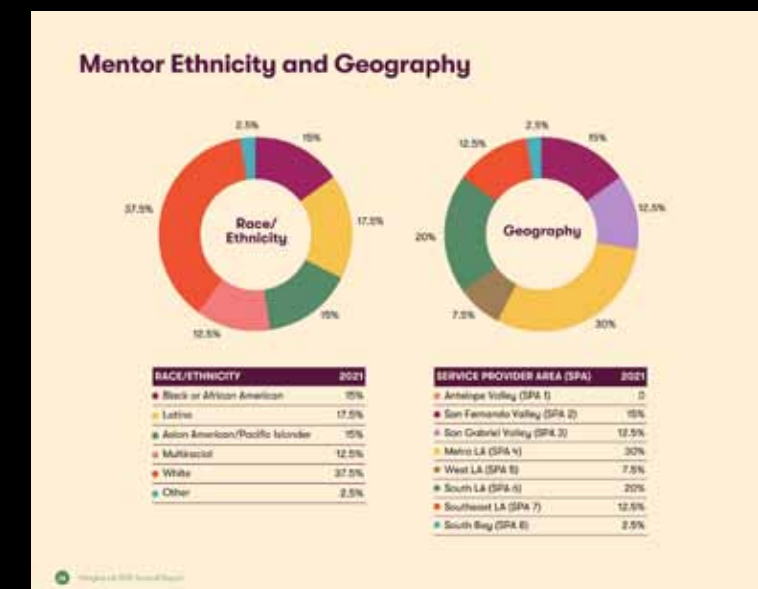
**Summary**  
PDF guide for participating  
brands on program enrollment.



**Client**  
Imagine LA

**Project**  
Annual Report

**Software**  
Canva  
Adobe Illustrator



**Summary**  
Yearly report to shareholders, documenting Imagine LA's activities and finances in the previous financial year.





**Client**  
Madeleine + Chester

**Project**  
Wedding Invitation Package

**Software**  
Adobe Illustrator

**Summary**  
Invitation package including map, reply card, reception card, envelopes and outer packaging design.



**Client**

Jennifer + Freedom

**Project**

Wedding Invitation Package

**Software**

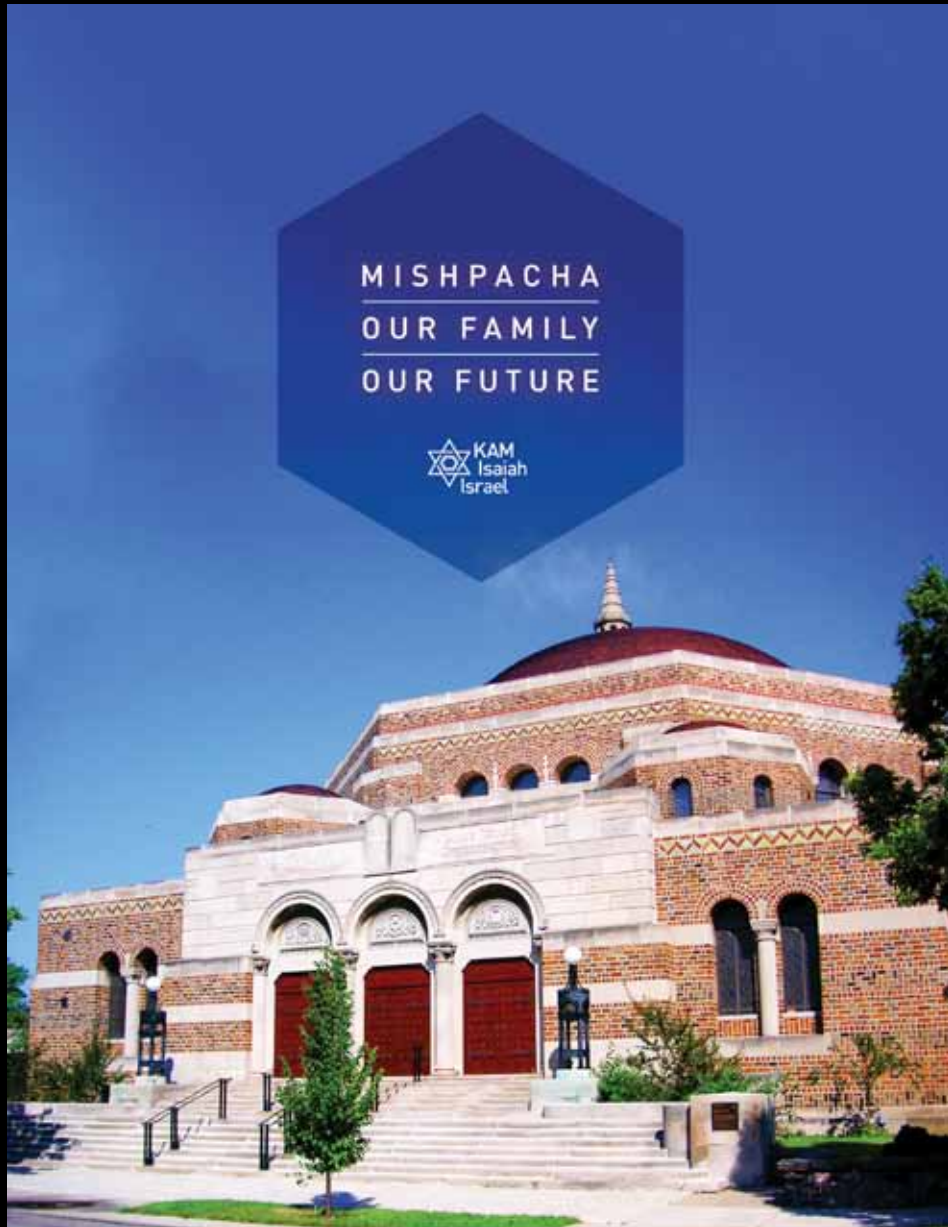
Adobe Illustrator

**Summary**

Invitation package including  
reply postcard.







**Client**  
KAM Isaiah Israel Synagogue

**Project**  
Capital Campaign Brochure

**Software**  
Adobe InDesign  
Adobe Illustrator  
Adobe Photoshop

**Summary**  
Booklet distributed to the congregation in an effort to raise funds for KAMII's Capital Campaign.





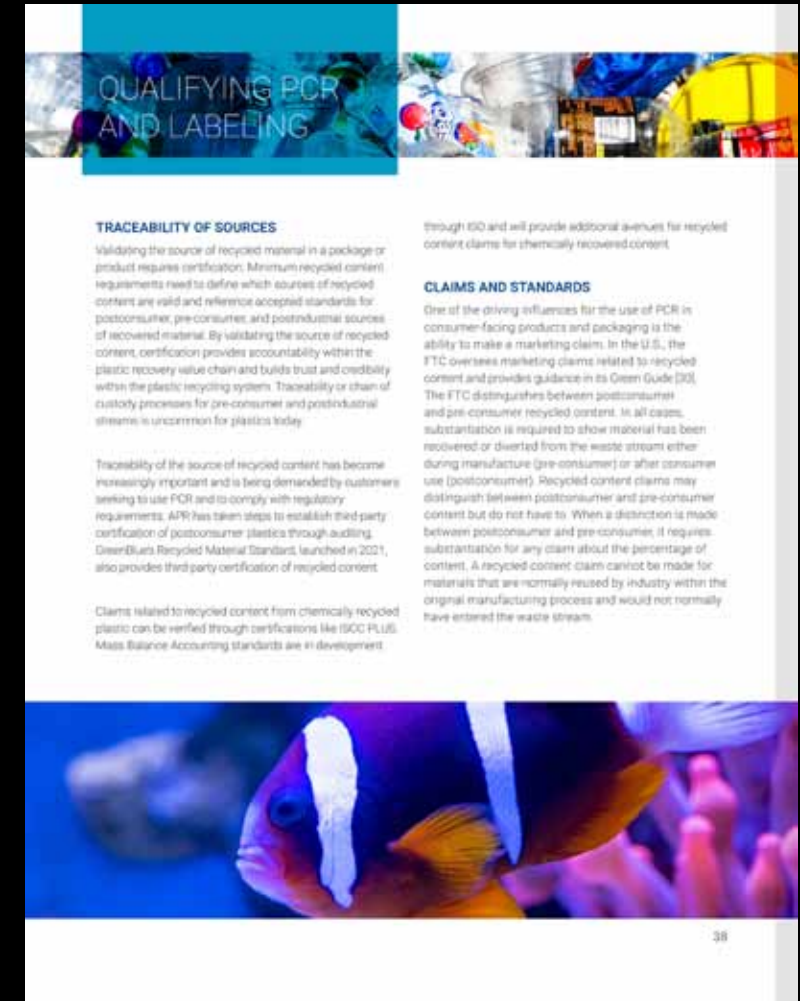
**Client**  
Prevent Blindness

**Project**  
Annual Report

**Software**  
Adobe InDesign  
Adobe Illustrator  
Adobe Photoshop

**Summary**  
Yearly report to shareholders, documenting Prevent Blindness' activities and finances in the previous financial year.





**Client**  
RRS for Ocean Conservancy

**Project**  
Recycled Content Report

**Software**  
Adobe InDesign  
Adobe Illustrator  
Adobe Photoshop

**Summary**  
Report distributed to shareholders outlining statistics and guidelines for plastic recycling and our oceans.



# Towards Greater Equity in Science, Technology, Engineering and Math (STEM)

## GREATER CLEVELAND AND LORAIN COUNTY LANDSCAPE ANALYSIS

ME'LANI LABAT JOSEPH, PRINCIPAL  
TRANSFORMATIVE INNOVATIONS, LLC

COMMISSIONED BY  
CLEVELAND FOUNDATION  
NORDSON CORPORATION

JUNE 2022



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### Introduction

The report represents an initial phase by the Cleveland Foundation and the Nordson Corporation Foundation in equity and inclusivity, addressing equity in science, technology, engineering and math (STEM) issues in Northeast Ohio. The main goal of the work involved doing a landscape analysis of the local STEM providers in the region. In performing the analysis, over 100 people were interviewed and engaged to gain perspectives on their lived experiences, organizational work, the population they serve, related program outcomes, the barriers Black and Brown students face in accessing the STEM opportunities and the existing and evolving systems in place to inform their work. The process was incredibly informative and illustrated the need institutional and organizational structures that exist in the region. The existing work being done in the STEM space and the great opportunity to increase engagement of Black and Brown youth and their families. (Appendix A: List of Organizations Interviewed)

While the Nordson Corporation Foundation focuses its resources in Lorain County, Ohio, and the Cleveland Foundation focuses its resources in the Greater Cleveland area (Cuyahoga, Lake and Geauga counties), there were common themes that emerged from conversations with local STEM actors in both areas, and these are truly opportunities for collaboration.

The report was not the product of a single stakeholder in equity in addressing equity in STEM in the region. Existing community partners are highlighted, barriers faced by Black and Brown students are shared, and possible interventions are outlined, and recommendations are provided.

### Recommendations for Action

In order to tackle the persistent challenge of engaging and supporting all Black and Brown youth in STEM, we need to take an intentional approach to all that we do and support from the teaching community, the public, and private sectors, the educational and STEM institutions and from the youth and their families. The most promising engagement and recruitment strategies to be implemented are those that focus on the equity goals of their respective charge and impact. The challenges are complex, and we need the recruitment efforts across a wide range of organizations, from top-down systems that provide support to specific programs/activities to a more holistic, community-based approach. It is nearly clear that a large number of the programs, efforts, and initiatives are not fully engaged in supporting the equity goals of their respective charge and impact. It is nearly clear that a large number of the programs, efforts, and initiatives are not fully engaged in supporting the equity goals of their respective charge and impact.

I believe that, with strategic thought and creative execution, we will be able to have a visible impact on Black and Brown STEM access, engagement and the development of a more robust STEM workforce pipeline.

STEM PROFESSIONALISM

- Understaffed STEM professionals.** There are many organizations with high numbers of STEM professionals, representing opportunities for recruitment and work.
- Health equity and programming.** Many organizations have specific age targets. We must consider how to support youth once they get out of an organization. How can organizations support their alumni? How do you ensure the transition period into work during the last 10 years. (barriers to youth as adult learners?)
- Lower male participation.** A lack of male program participation was found in some programs, but most figures had low to average males in the middle to high school years.

### ISSUES OF RACE AND BIODIVERSITY

- Lack of culturally ready work.** Many of the white STEM providers do not have a racial equity lens and are not providing work from the lens of a Black and Brown student.
- Lack of leadership diversity.** Most of the education heads, middle leaders, or STEM institutions are white. Given the non-diversity of the educational leadership and staff, this only compounds the challenges of getting authentic Black and Brown voices and perspectives in the programming.

**Lack of focus on Black and Brown outreach.** Many of the local STEM organizations have and actively began to think outside about ways to engage a broader and more diverse audience. (Of the top 10 STEM based organizations, no one listed a specific outreach to include students of color in their programming.)

**Most organizations don't track meaningful data.** Most recent Black and Brown youth engagement by the schools they serve and those percentages of youth and demographic percentages, by full-time courses.

**Exclusionary practices.** Organizational policies and rules are not always clearly outlined. Black and Brown youth may not have necessary transportation because it goes against the traditional model of "institutional" (highlighting an old model that serves as an obstacle and barrier to Black and Brown youth to work in the existing program.)

### Conclusion

The overarching goal of the equity in STEM work is to ensure that every young person, regardless of their race or ethnic background, has equal access to the same opportunities and resources in science, technology, engineering and math. The barriers to this goal are complex and multifaceted, but they can be addressed through a combination of individual, organizational, and systemic changes. It is nearly clear that a large number of the programs, efforts, and initiatives are not fully engaged in supporting the equity goals of their respective charge and impact.

If we do not do these things, we will not see the kind of transformational outcomes that are needed to change our current state of exclusion, marginalization, and underrepresentation by a large number of our students. If we do not do these things, we will not see the kind of transformational outcomes that are needed to change our current state of exclusion, marginalization, and underrepresentation by a large number of our students.

If we do not do these things, we will not see the kind of transformational outcomes that are needed to change our current state of exclusion, marginalization, and underrepresentation by a large number of our students.

**LET'S GET TO WORK!**

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## Barriers in Accessing and Participating in STEM Activities

The barriers Black and Brown youth face in accessing and participating in STEM activities are complex, institutionally grounded, and are nearly insurmountable. They are also not isolated to one area of Cleveland, but cut across geographic lines. Many of the barriers faced by youth. (Executive Summary also found by Greater Cleveland panel.)

The general categories of barriers fall into:

- CROSS-CUTTING BARRIERS**
- GENERAL SYSTEM BARRIERS**
- INSTITUTIONAL BARRIERS**
- INDIVIDUAL AND MENTAL BARRIERS**
- GEOGRAPHIC BARRIERS**

### About the Author

**Me'Lani Labat Joseph**  
Principal  
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melanilabat@gmail.com

Me'Lani Labat Joseph has been designing and delivering equity programming and STEM initiatives for over 20 years. Before launching her consulting firm, Transformative Innovations, LLC in 2010, she served as the Director of Engineering at the Lorain County STEM Center in East Moravia, Ohio. She is also a frequent speaker at national and international conferences. She is a frequent speaker at national and international conferences. She is a frequent speaker at national and international conferences.

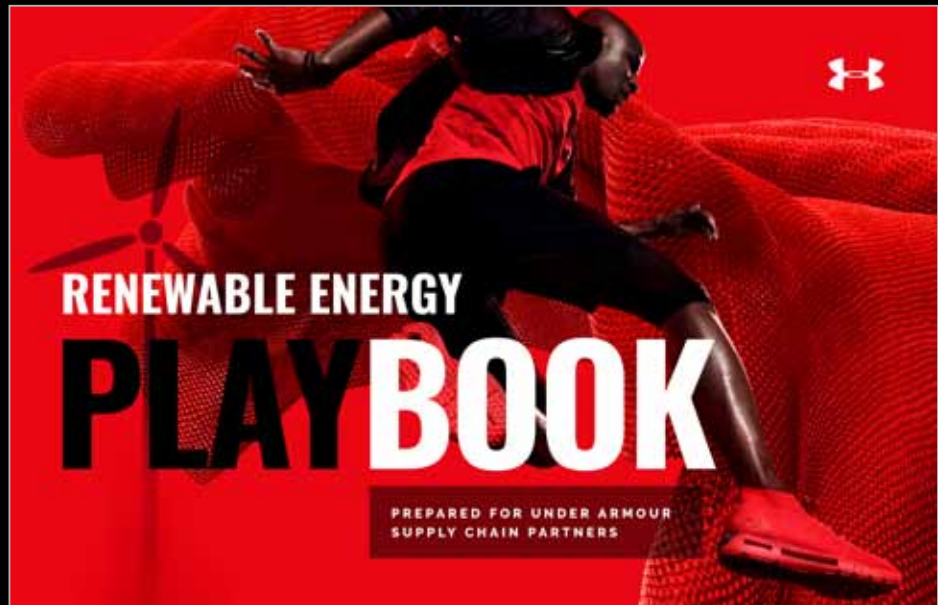
**Client**  
Me'Lani Labat Joseph for  
Cleveland Foundation and  
Nordson Corporation

**Project**  
Towards Greater Equity in  
STEM Report

**Software**  
Adobe InDesign  
Adobe Illustrator  
Adobe Photoshop

**Summary**  
Report distributed to inform  
public about disparities and  
action steps in STEM programs.  
Targets black and brown  
populations (with an emphasis  
on females) from prenatal to  
adult in the greater Cleveland  
area and Lorain County.





**Client**  
Guidehouse for Under Armour

**Project**  
Renewable Energy Playbook

**Software**  
Adobe Illustrator  
Adobe Photoshop

**Summary**  
Distributed to UA supply chain partners as a PDF to inform them about GHG emissions.

**WE WANT OUR ATHLETES AND EMPLOYEES TO THRIVE IN COMMUNITIES WITH CLEAN AIR, WATER, AND HOME FIELDS.**

As strong supporters of the Paris Climate Agreement, our commitment to specific climate targets and milestones allows us to align our business planning with the future we want to see — the best performance imaginable on the cleanest planet Earth possible.

—UNDER ARMOUR CEO PATRICK ERIKSSON

**CONSUMERS AND INVESTORS ARE PRIORITIZING SUSTAINABLE COMPANIES**

Environmental, social, and governance (ESG) issues have become increasingly important to long-term investors. Corporate leaders are now being held accountable for ESG performance.

Consumers are also making purchasing choices based on whether the brand is sustainable or eco-friendly.

Companies with a well-articulated long-term strategy and a clear plan to address the transition to net zero, will distinguish themselves with their stakeholders — with customers, policymakers, employees and shareholders — by inspiring confidence that they can navigate the global transformation. But companies that are not quickly preparing themselves will see that confidence and relations suffer, as these same stakeholders lose confidence that these companies can adapt their business models to the dramatic changes that are coming. This is why we join, we asked of consumers to report or alignment with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and the Sustainability Accounting Standards Board (SASB), which issues a broader set of material sustainability factors.

—NRF's ESG, Playbook

**TCFD**

A study by the National Retail Federation and NRF Institute for Business Value found that consumers' purchases are more likely to be influenced by companies' environmental, social, and governance (ESG) performance than their values.

- Nearly six in 10 consumers surveyed are willing to change their shopping habits to reduce environmental impact.
- Nearly eight in 10 respondents indicate sustainability is important for them.
- And for those who see it as important, 70 percent, on average, say brands that are sustainable and environmentally responsible.

**NRF**

**UNDER ARMOUR'S SUPPLIERS OPERATE GLOBALLY, BUT EMISSIONS ARE CONCENTRATED IN ASIA-PACIFIC**

Source: Emissions data is aggregated from annual facilities in the 2020-2021 period, which adds to data collected in 2019. Emissions from 2019 are included in the 2020-2021 period. Data is based on 100% of total Under Armour facilities included in the 2020-2021 period.

**FACTORIES CONTRIBUTE 41% TO UNDER ARMOUR'S GHG EMISSIONS, MORE THAN ANY OTHER CATEGORY**

**FACTORIES**

**WASH & DRY**

**LOGISTICS & E-COMM**

**RAW MATERIALS**

**BUSINESS TRAVEL/END OF USE FACILITIES**

Source: Data based on 2020-2021 emissions from 100% of facilities.