



IJM



INTERNATIONAL JUSTICE MISSION: WORKPLACE ENGAGEMENT TOOLKIT

INTRODUCTION

As a global organization, **International Justice Mission** (IJM) protects people in poverty from violence. We focus on combatting trafficking and slavery, ending violence against women and children, and stopping police abuse of power. To do this, we partner with local authorities in 16 countries and 31 program offices to rescue victims, bring criminals to justice, restore survivors to safety and strength and help local law enforcement build a safe future that lasts.

This world of poverty, violence, trafficking and slavery perhaps feels worlds away as you go through your day-to-day life as a working professional. But it may hit closer to home—or your office—than you realize. On the following pages, we'll share a variety of different ways that you can help stop it. Regardless of the size or industry of your company, as an employee you have agency to make a change, and the power to help children, women and men who have no number to call for help when violence is at their door.

By partnering with IJM, and lending your influence to speak up against injustice, you can make real change happen in the local justice systems that can, and will, build a safe future that lasts for everyone. Join us as we build a robust coalition of justice-minded individuals and organizations who are leveraging their power to stop violence against people living in poverty.



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SUMMARY OF WORKPLACE OPPORTUNITIES

In this toolkit, you'll find ways that you and your colleagues can be a part of the work to end violence, slavery and trafficking around the world.

We'll share opportunities for you to bring in IJM speakers; engage with systems your workplace currently supports, such as employee resource or network groups; partner financially to support one of our field offices or set up a charitable giving campaign through your workplace.

In the fight to protect people in poverty from violence, you're never alone. We have resources to support and encourage you along the way, as well as actionable steps you can take to make a difference around the globe.

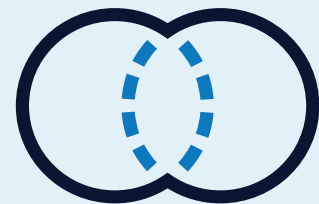
HOST AN IJM SPEAKER



EMPLOYEE RESOURCE GROUPS



PARTNER WITH A FIELD OFFICE



CORPORATE MATCH GIFT PROGRAM



CHARITABLE CAMPAIGNS



HOST AN IJM SPEAKER



Bringing an IJM speaker into your workplace for a Lunch + Learn presentation or a happy hour gathering is an incredible way to assemble your colleagues (in person, or via Zoom) and actively learn, ask questions and hear stories about how we can help protect people in poverty from violence—together.

LUNCH + LEARN

Perfect for an informal midday gathering, our Lunch + Learn format provides highlights of all the impactful work IJM does, examples of how you can take part in our work and ample opportunities for colleagues to ask questions, and dive into whatever parts of IJM's mission piques their interest the most.

HAPPY HOUR

Our happy hour presentations are great for not only learning about ways to get involved, but also for building relationships and engaging with an IJM staff member who is best suited for your audience.

Regardless of the format that fits your workplace best, we'll work with you to understand more about your company and its mission, goals and values. Then, we'll select the best speaker to amplify our mission by sharing their heart-felt passion for justice with your colleagues. Our IJM speakers always spark curiosity and conversation, and end with clear, actionable next steps for individuals or groups looking to get more involved.



EMPLOYEE RESOURCE GROUPS

Your organization may already have systems in place to engage your colleagues. Some call them Employee Resource Groups (ERGs), while others call them Employee Network Groups or Affinity Groups. Regardless of the name, they all exist to build meaningful bonds around a common interest amongst employees, especially as we navigate a workplace that's more reliant on digital connections.

Start by exploring to see if you have any groups related to Christianity, human rights, nonprofit work, social impact or volunteering. We can provide those groups with the following resources, in addition to a speaker for Lunch + Learns or happy hours:



- Book recommendations and discussion guides
- Bible study outlines
- Articles related to human rights, trafficking and other industry-related pieces
- IJM-specific actions they can take around advocacy and fundraising campaigns

If your organization doesn't have ERGs or something similar currently available, your human resources department may be able to help. **Beyond an opportunity to share information for causes you're passionate about, ERGs create an open forum to share ideas.**



PARTNER WITH A FIELD OFFICE

Beyond raising awareness of IJM and our mission, a financial partnership with IJM is a powerful way for businesses to reflect their corporate values, commitment and desire to end violence and slavery. IJM's Partner with a Field Office program is a unique way for your company to see the impact, firsthand, that you're having.

When your organization partners with a field office, you're helping to rescue and protect families from violence and create a safe future where they can flourish without fear.

We want these partnerships to be deeply personal, so we have selected a handful of our field offices to connect with our corporate partners in an especially meaningful way. Each of the following offices specializes in a particular region and issue they're combatting:



As a field office partner, your organization will receive a personal thank you and welcome from a local representative. You'll also have the opportunity to plan for an in-person visit at your field office, receive exclusive access to field operations, rescue updates, efforts to support survivors and biannual in-depth reports from the team.

Because the work of justice doesn't happen overnight, we ask for a three-year commitment for a field office partnership. Not only does this allow time for meaningful progress, but encourages a deep connection between your company and the IJM field office staff.



CORPORATE MATCHING GIFTS + CHARITABLE PROGRAMS

Matching gift programs are a great way to increase the value of employee donations, showing your colleagues that your organization is willing to come alongside you to support the causes you care about.

Some companies offer matching programs throughout the year, while others have specific giving or social impact weeks where they provide increased support. These weeks can also be a great time to request an IJM speaker.

If you're not sure about your company's policy, reach out to your human resources department for more information. A quick email or Slack could double (or triple) the impact of your gift, helping millions of people find the safety and justice they deserve.

Setting up a **charitable marketing program** is a powerful way to align your company with social issues that are important to you, your employees and your clients. It's also one of the most straightforward options for supporting IJM's critical mission. Through charitable campaigns, companies commit to donating a percentage of their profits from events, products or services to IJM programming. A campaign can last for a single event, a season, or throughout the lifetime of your company. You choose what works best for your organization!





SUCCESS STORIES

Dairyland began 40 years ago and their leadership always believed that business was something to steward and use as a means for generosity. After years of that remaining a quiet purpose, they reimagined what would be possible if they invited employees, their families and even others throughout the industry to expand the collective impact for good.

Their partnership with IJM began in 2018 and have provided their employees and community with numerous opportunities to learn more about the work of IJM, including connection with IJM's field staff and a financial partnership.

“Not every check written, hour listening to a presentation about IJM's work on Lake Volta, or half day serving our local communities will directly benefit the business. However, we invest in these things because we believe they matter in serving the common good and rooting out suffering even as they form us and offer richer purpose to our work.”



MEI Total Elevator Solutions was first introduced to IJM through the company's founder reading *The Locust Effect* and his personal involvement, but he didn't want it to stop there, he decided to bring IJM to the rest of the business. Through a financial partnership, hosting IJM speakers, taking trips to IJM field offices and even an employee match program, they have developed and deepened their relationship with IJM.

“IJM is a solid organization that produces real impact and change. They are truly saving lives with the work they do. We know, because we've seen the work first hand through multiple field trips we've participated in. We absolutely need more people to step up and support this type of work.” - **MEI Total Elevator Solutions**



NEXT STEPS

With so many ways to get involved, the most important piece is taking the first step. Are you ready to join us?

From hosting a speaker or event, to engaging with employee resource or networking groups, or participating in corporate giving, we're eager to see how you bring this movement into your workplace.

We can create a greater impact as our coalition of individuals and organizations grows. When we all work together toward a unified goal, we can use our power to create safe communities where everyone is protected from violence.

If you already have an existing point of contact at IJM, please reach out and let them know how you'd like to get your workplace involved.

If you haven't connected with IJM staff, we're so grateful you're here! **Reach out to our team at info@ijm.ca to start a conversation.**

By taking the next steps to connect and involve your workplace, you will help build a safe future that lasts for everyone.

THANK YOU!