



devoteam
Foundation



Activity report 2021

Creative tech for Better Change



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1. Presidents message

“Tech defines Devoteam: it is our DNA. But not for any purpose. We promote positive tech to bring better change to society.

This purpose is reflected in our vision: Tech for People unlocks the future. And our corporate foundation embodies this vision.

2020 and 2021 were pivotal years, with the pandemic context.

I am very proud of our 200 employees who supported more than 35 NGOs over 1,700 days of engagement in 2021. Every day, they show how meaningful our action is, by putting technology at the service of people and ambitious associations, supporting them to increase their impact.

In 2022, the Devoteam Foundation's actions will be extended internationally, to increase our impact. We will also open up our support to more associations in the field of environment's protection. Because we are convinced that great things are possible through a smart and ethical use of technology. “

Stanislas and Godefroy De Bentzmann

Co-Ceo of Devoteam



2. Impact assessment 2021

Digital sponsoring's social impact

A virtuous relationship between NGOs and Devoteam

Tech for People is the positive tech dynamic dispensed by Devoteam to social and Solidarity Economy actors

"It's an engaging program!"

Average satisfaction score

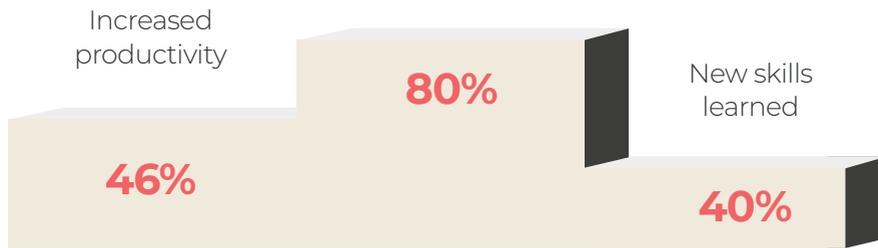
8,6/10 for the beneficiaries associations

7,6/10 for Devoteam consultants



IMPACT Associations

Improved Activity



Consultants Devoteam

Sense of fulfilment at work



Usefulness for their future



Usefulness at work



Most solicited initiatives

Digital Strategy



User experience and Design



Compliance and GDPR



Framework for activity management



Information Systems Structuring



Essentials numerical needs for associations

Tech usage

73% as management tools
60% to deliver their solutions

Relevance of the mission

66% of missions completely meet expectations
80% of associations would never have access to digital services without sponsoring

A more sustainable support

Over half of the organizations are supported for **more than 3 years** and **92%** of Devoteam consultants would like to renew their experience

*Impact measure done by ESSEC échantillon France - January 2022

3. Our mission

The Foundation's mission: Supply to the nonprofit sector, particularly the training and integration sector, with the means to imagine and realize better change

We apply our methodologies, which our consultants have tested with thousands of clients for over 25 years, to the social economy sector: by combining creativity, cutting-edge technology and strategy, we help associations and social entrepreneurs transform their activities.

We show them that creative technologies have unlimited potential. And we integrate them into the heart of the social activities of the NGOs we support.

We rely on our strategic partnerships (and in particular on our partners who are particularly active in this sector, such as Google and Salesforce), and the skills and excellence of our technology consultants to achieve this transformation in practice, using the best technologies available, and to increase the positive impact of these associations and entrepreneurs on their beneficiaries.

- Either by improving their operational excellence and allowing them to focus on their business and their beneficiaries, for example through the implementation of a new CRM.
- Or by enabling them to offer new services to their beneficiaries, for example the launch of [Red Cross Chez Vous](#) during the pandemic.



4. Our values

Our collaboration with the beneficiaries is aligned with our values:



Respect : with pro bono work, we provide our expertise, free of charge, on a mission, regulated by an agreement. We are committed to delivering a quality service with the same high standards that we apply to all our projects.



Frankness, through an equal-to-equal collaboration with the will to always provide the best solution - even if the technology initially desired is different from the one we advise - to maximize impact. If the ambition cannot be achieved through pro bono work alone, we will draw up an additional contract, clearly separating the objective of the two missions.



Passion, especially our passion for tech transformation for over 25 years.

5. The team

Stanislas De Bentzmann

Co-Ceo of Devoteam, President of Devoteam Foundation



Christelle Chappaz

Chief Talent & Learning Officer of Devoteam, Devoteam Foundation Sponsor



Roland de Laage

General Secretary of Devoteam, Devoteam Foundation treasurer



Sarah Le Mesre

Devoteam Foundation Pro bono manager



Magali Regnault

Devoteam Foundation Head of advocacy



Romane Diluvis

Devoteam Foundation Communications executive



Mathilde Montailier

Devoteam Foundation project manager



6. The #TechforPeople program

Employees' engagement

In 2018, the Devoteam Foundation launched the #TechforPeople program, to support associations and social entrepreneurs in their digital strategy, through the engagement of its employees.

This program offers consultants different engagement formats to discover social innovation, accompany associations, non-governmental organizations (NGOs) and inspiring social entrepreneurs.

- **Pro bono work missions**

The objective is to guide social economy actors in their digital roadmap. The consultants support them in solving their technological or organizational issues, stimulating their growth and maximizing their impact.

- **#TechforPeople Labs**

The #TechforPeople labs aim to solve a technological or organizational challenge related to the development of social entrepreneurs during a 3-hour collective and collaborative intelligence workshop. All Devoteamers, including support functions, can participate. These labs are organized in partnership with the association makesense.

- **One-time support**

The aim of such missions is to provide associations with specific expertise. For example, it may involve programmes to increase the skills of members and employees, particularly in terms of digital technology:

- Dedicating a seat in internal or external training courses for associations
- donating devices;
- Having Devoteam experts intervene during workshops or charity events, or answering specific questions.

Devoteamers are digital experts, supporting social and solidarity experts.

Financial support

In addition to the TechforPeople programme, Devoteam Foundation offers employees the opportunity to get involved in a different way:

- **An annual call for projects**

To support associative projects of employees who are personally committed in the fields of education and health. Every year, they receive a subsidy through a call for projects.

- **Salary round-down programme, with microDON**

In September 2019, Devoteam France introduced, in partnership with microDON, a platform for salary round down, to benefit 3 associations: Enable, Solidarités nouvelles face au chômage, and Entourage. The donation is tax-free, ranging from 1 cent to 15 € and is deducted directly from the net salary. In addition to this donation, the Devoteam France Foundation contributes the same amount.

7. Devoteam Foundation's achievements in 2021

Pro bono work

In 2021, 32 associations benefited from pro bono work thanks to the engagement of 150 employees.

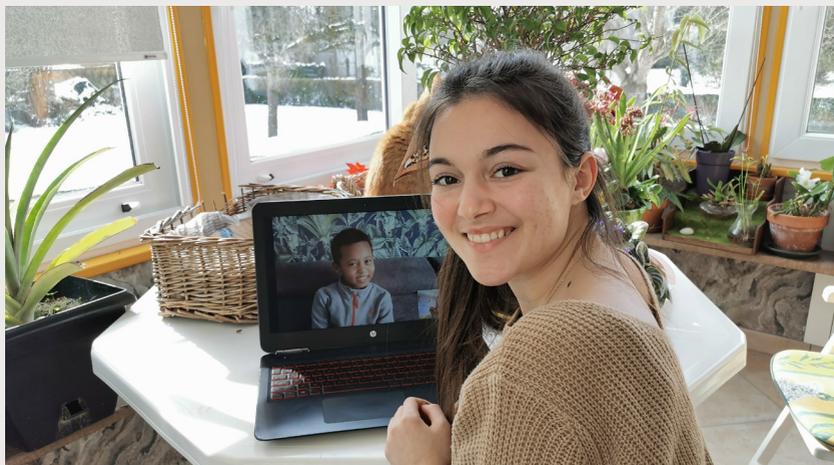


Afev support



Every year, AFEV engages thousands of students to support youngsters experiencing difficulties in school. As a national association with 50 centers, 254 employees and 8,000 young people involved each year, AFEV needed us to digitize its office automation tools. Under the umbrella of a partnership between the Devoteam Foundation and the AlphaOmega Foundation, our employees supported AFEV in the deployment of Google workspace, which resulted in improved digital collaboration and sharing amongst employees.

[Discover Afev's testimonial](#)



The French Red Cross x Devoteam Foundation partnership celebrates its first year



In 2019, The Devoteam Foundation and 21, the French Red Cross' social innovation accelerator program, signed a three-year partnership to support via pro bono work the actions of the French Red Cross and those of the social entrepreneurs it incubates. The collaboration between the teams has already been successfully implemented in 2020, especially to launch the "Croix Rouge Chez Vous" (Red Cross at home) platform during the first lockdown.

In 2021, 5 associations of 21's program were supported by 13 employees for a total of 97 days: Les Duos, Frello, Uppiz, the Labo des partenariats and ShareAmi.

On top of this, the Devoteam Foundation also supports the Red Cross and its entities through pro bono work missions, such as for Croix Rouge Chez Vous, Croix Rouge Ecoute, Croix Rouge Insertion, and also the Red Cross Foundation.



ShareAmi



ShareAmi pursues several objectives when connecting generations through online training sessions. For seniors, to break isolation but also to give them a newly found sense of purpose and to encourage them to use digital tools. Seniors have a lot to pass on, and ShareAmi gives them this opportunity by providing a space for this transmission. For the learners, it is a chance to improve their French, to discover culture and traditions.

Connecting seniors and learners is based on data matching. However, as the project grew, ShareAmi had to deal with a rather difficult to exploit database. Mohamed, Data Scientist at Devoteam Revolve, joined the ShareAmi project team with Anne-Lou and Farid.

ShareAmi now has an open-source tool on the shelf that meets its ambitions: to reach 800 duos by the end of 2021.



CREA Mont-Blanc



Devoteam Revolve and CREA Mont-Blanc have been working together for three years now on the use of Artificial Intelligence to process images captured by photo traps in the mountains.

Around 150,000 photos are taken each year by CREA Mont-Blanc's devices. However, the camera is automatically triggered by every movement, a branch falling, a rolling stone or walkers passing by.

As part of our partnership, Revolve's devoteamers have established a model that automatically sorts the photos, deleting empty shots and recognising the species photographed.

In December 2021, the Devoteam Foundation, Devotam Revolve and CREA Mont-Blanc renewed their partnership.



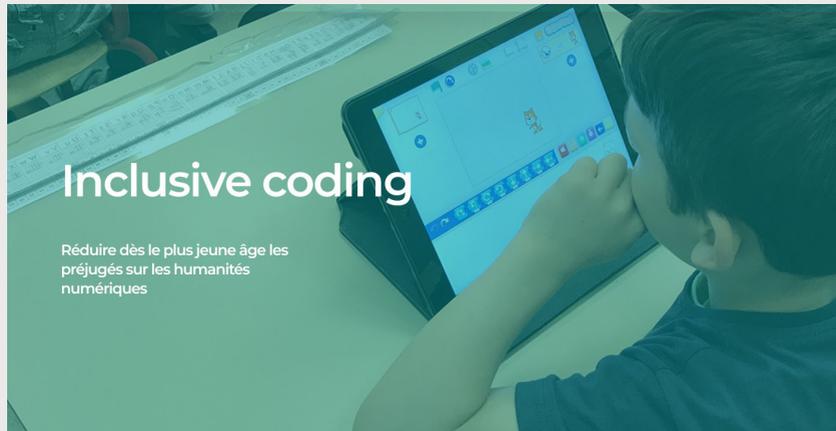
Inclusive Coding

Devoteam supports Inclusive Coding in its mission to familiarize young people with digital technology and to promote equal access to digital careers, especially for women.

Digital Impulse devoteamers set up a change management process that allows volunteers to follow the digitization of their activities. In total, 22 days were needed to facilitate understanding, prepare the training materials for the educational platform and design new content.

In addition to pro bono work, Devoteam Foundation has awarded an annual subsidy to Inclusive Coding to facilitate the dissemination of training in even more priority areas.

INCLUSIVE
CODING



Inclusive coding

Réduire dès le plus jeune âge les préjugés sur les humanités numériques



2021 call for projects

In 2021, after analyzing 30 applications, the jury of the call for projects selected 26 winners to contribute to the completion of solidarity projects with €37,000 of subsidies.

Beneficiaries:

Association pour les Potagers d'Insertion du Val d'Orge	AMIS FSH
DStress Coaching	L'Association BILECO
Association Fallokh	Pharma solidaires
Zarzis Avenir	L'Association SOTHI
Pour un Zébu	Ensemble Pour Le Nimba
Association Point Carré Handicap	L'association bénévolat assirem ait saada "Assirem"
Pour un Sourire d'Enfant	Act to protect
Jardin Soli-Bio	Fédération Cheer up
La Soupe Saint-Eustache	l'IME du Parc à Saint-Cloud
Association FLY n'KISS	Lama Road
Association Nord-Sud	Les petits poings
Association des Professionnels de la Petite Enfance (A.P.P.E – TCHAD)	Oasis
Scouts & Guides de France de Chatou	Vaincre la mucoviscidose

The #TechforPeople Labs at the service of social entrepreneurs

In 2021, the Devoteam Foundation supported 9 entrepreneurs during 3 "labs" organized in collaboration with makesense. After the 100% digital Labs in 2020, the Foundation proposed three "hybrid" Labs, bringing together employees from all over France, either on site or remote, depending on their constraints and the health situation. In total, nearly 70 employees were involved over the year to help these 9 entrepreneurs with their tech challenges

Social entrepreneurs supported:

- **SustainEcho**, which offers SMEs to calculate their carbon footprint easily by directly uploading their data.
- **21, the French Red Cross' social innovation accelerator program**, which supports social project leaders enabling them to grow.
- **MyVitrine**, a platform of engaged people where you can create your own selection of responsible well-being products and discover those of people who inspire you.
- **Métishima**, which promotes equal opportunities in France by putting forth legal migrants' skills and professional abilities in order to facilitate their socio-professional integration.
- **Les DesCodeuses**, a charity aiming to reduce gender and territorial inequalities by meeting the digital training needs of women.
- **GreenMarkt**, aiming to make companies more responsible by reducing digital pollution.
- **ReFUNK**, a collaborative upcycled clothing brand that promotes professional integration through creativity and textile manufacturing in the Seine Saint Denis department near Paris.

- **Bonweek**, which gathers and offers weekend offers located 2 or 3 hours away maximum from home to reduce one's carbon footprint, contributing to the local economy and enabling the rediscovery of the local heritage.
- **Lili + Jude**, a rental platform for natural, organic or recycled baby clothes (from 1 to 24 months), allowing parents to match values, budget, quality, style and pleasure.

Donations

Two donations were organized this year in collaboration with Devoteam France's Corporate Social Responsibility department, for the benefit of various associations.

results :

- **214,3kg** of donations in April
- **240 kg** for Christmas donation



In addition, the Foundation wants to give a second life to employees' computers. 10 associations were able to benefit from computer donations through the Foundation, with a total of 52 computers.



Zoom in 2021 :

Snapshot



1587

days of engagement



220

employees involved



41

beneficiaries



215

devoteamers committed in the round-down wages program with

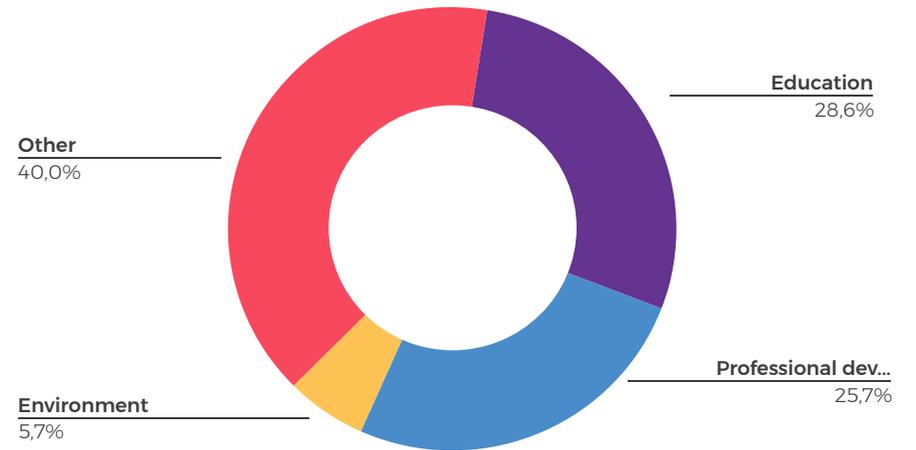


20 968€

collected over the year.



Breakdown by area of intervention



Breakdown by type of support





8. Thanks to our partners

We would like to thank our partners who help us in delivering our programs every day:



The AlphaOmega Foundation supports 7 leading associations in school dropout prevention, professional guidance and integration



Makesense helps companies, institutions and associations to become increasingly sustainable, socially involved and resilient.



Pro Bono lab gathers, for each cause of common good, the skills that corporate citizens and committed volunteers wish to share free of charge, in pro bono.



Latitudes is a community of tech actors acting to create an engaged and responsible technology.



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