

# Social

We create much more than buildings — we create environments where our residents can thrive. These environments are nurtured by our team members and supported by our neighbors, whose well-being and growth we foster every day.

LightView, Northeastern University  
Boston, MA



# Team Members

**We are committed to delivering the best possible experience for students.**

Fulfilling that commitment starts with delivering the best possible experience for our team members, who are the force behind our exceptional communities and customer service. We work hard to provide a workplace where all team members feel valued, connected to our values and mission, and inspired to do their best work and grow their careers with ACC.



## 2023 Great Place to Work® (3rd Year in a Row)

This prestigious award is based entirely on how current team members rate their experience working at ACC. This year, 90% of ACC's home office team members said it's a great place to work compared to 57% at the average U.S. company.

## Great Places to Work Survey Responses:

**97%**

When you join the company, you are made to feel welcome

**95%**

I am given the resources and equipment to do my job

**93%**

People care about each other here

## 2024 Newsweek's Most Trustworthy Companies in America (3rd Year in a Row)

This award measures public sentiment to determine ACC's level of customer trust, investor trust and employee trust. We were the #2 ranked company in the real estate and housing category.





## Culture

Service and growth are the hallmarks of our culture. We want ACC team members to be inspired to do their best work in service of our students, parents and partners, knowing they will be rewarded and have fun along the way. We nurture this culture by providing clear paths to success, comprehensive professional development programs and a work environment that is motivating yet supports well-being. We believe in promoting from within whenever possible, which is a win-win for our company and our team members.

### Keeping Our Culture Strong

Our workforce is dispersed throughout the country, with more than 400 corporate team members at our Austin home office and more than 2,600 on-site team members working in approximately 75 cities. We must work hard to keep all ACC team members connected to our culture and to each other. Adding to this challenge, we are also coming out of a period of pandemic disruption followed by change to our company ownership and leadership.



To keep team members informed and foster connection, in 2023 we opened our private employee-only Instagram account to all team members. The account spotlights ACC team members, projects and communities. To further promote connection, we also increased the number of corporate team members who go to our communities to help with turn (moving students out in the spring and preparing for fall move-in).

### Culture Committee

Our culture committee is key to fostering our approach to service and team spirit. Our culture committee organizes events such as Employee Appreciation Day, holiday parties, concerts and donation drives to benefit our primary charity partners. Additionally, they spearhead efforts to recognize team members' achievements and milestones such as birthdays, marriages and welcoming new family members.



# Diversity, Equity & Inclusion

Cultivating diversity, equity and inclusion is not only the right thing to do for our team members and communities, but it also fuels our success. Having a diversity of backgrounds and perspectives on our teams helps us be more innovative and serve today's diverse college population. We are able to maintain diverse teams by promoting equitable access to career opportunities—most notably, by hiring within our diverse local markets and then investing in our talent and taking a promote-from-within approach. And our inclusive culture ensures everyone feels empowered to contribute, knowing their unique voices will be heard and valued.

### DEI Committee

ACC's Diversity, Equity & Inclusion (DEI) Committee oversees the execution of our long-term DEI goals, and a third-party consultant reviews our employment program according to DEI criteria including vision, goals, statement and demographics.

### DEI Training & Recognition

In 2023, we launched an online DEI training program for all team members. The training, which we developed in-house, educates team members on the benefits of DEI in the workplace and includes training on unconscious bias, empathy, sensitivity and inclusion. We also launched a targeted training on DEI for managers, which scales the DEI training we previously conducted with ACC leadership and executives.

Additionally, in 2023 we added Juneteenth as an observed holiday for corporate team members. We also celebrated Pride Month, Black History Month, Women's History Month, and Juneteenth through events and team member education.

### Diverse Representation at ACC

The overall ACC team has long represented the diversity of the residents and communities we serve. We have been working to achieve comprehensive representation at all levels of our organization, and are proud to report a significant increase in the diversity of our leadership.

Women	2022	2023
All team members (as % of total)	50%	51%
General/area managers (as % of general/area managers)	63%	69%
Senior-level positions (as % of vice presidents and above)	41%	47%
People of color		
All team members (as % of total)	54%	57%
General/area managers (as % of general/area managers)	47%	41%
Senior-level positions (as % of vice presidents and above)	41%	48%





Contractor & Workforce Diversity

Our commitment to DEI extends to our relationships with partners, professionals and contractors. Partnering with diverse businesses brings innovation to our projects and benefits both individuals and local economies in the communities where we operate. In our requests for proposal, we ask potential suppliers for information about their DEI goals, diverse ownership and certification, and their own spending with diverse suppliers.

In 2023, we conducted an assessment of our relationships and spending with diverse suppliers, which for our tracking purposes we define as businesses in the following categories:

- + Minority Business Enterprise (MBE)
- + Woman Business Enterprise (WBE) or Female Business Enterprise (FBE)
- + Veterans Business Enterprise (VBE)
- + Service-Disabled Veterans Business Enterprise (SDVBE)
- + Persons with Disabilities Business Enterprise (PBE)

2023 Diverse Supplier Spend

Of the more than 4,000 businesses that ACC and its properties worked with in 2023, approximately 5% self-identify as diverse suppliers. Our 2023 diverse supplier spend was 5% of the total amount of our operating contracts. Although this is above the 3.6% average<sup>1</sup> for U.S. companies, we are pursuing outreach strategies to improve this figure.

Demographics of ACC’s Diverse Suppliers



1 2023 Supplier Diversity Benchmarking Report, Supplier.io



## Partner Spotlight

### Nancy Juneau

In developing our new graduate student housing community, The Ridge at Emory University, we partnered with Juneau Construction Company as our general construction partner. Owner Nancy Juneau has grown the firm to one of the premier builders in the Southeast while cultivating inclusion and giving back to local communities.

**“We see giving back as part of our job.”**

[Learn More](#)

## Talent Recruitment & Development

Developing and managing student housing communities is an intense business with a huge influx of new customers every school year. It requires us to perform a wide range of operational functions while managing multiple stakeholders. We recruit team members with diverse and flexible skillsets, and are in turn committed to helping them build long, satisfying careers at ACC.

### Talent Recruitment

In 2023, we succeeded in filling our open positions more quickly compared to 2022. This reflects our efforts to make our recruiting process even more efficient and appealing. In 2023, we changed to a new applicant tracking system with more advanced interview scheduling and candidate communication features, including additional bilingual communication capabilities.

### LEAD Internal Recruitment Program

Our LEAD (Lead-Equip-Advance-Develop) Program helps ACC's graduating community and resident assistants transition into their

careers by experiencing a range of full-time opportunities at our communities nationwide. Some participants choose full-time positions with ACC after one assignment; others try multiple assignments to gain a variety of experiences. We had four LEAD specialists in 2023, and 39 team members—43% of which are still at ACC—have completed the program since it started in 2015.

### Team Member Development

To further our culture of developing future leaders from our existing workforce, we invest in comprehensive career development programs for team members at every career stage. Through our ACC University platform and other learning programs, we tailor learning plans to each team member's goals and often connect them with mentors. Team members are auto-enrolled for the appropriate courses when they are hired for or promoted into new positions. Additionally, we also require team members to complete annual trainings on regulatory and statutory matters such as harassment and cybersecurity.

**90%**

of senior management  
are promoted  
from within

**92%**

internal promotion rate  
for assistant general  
managers and managers

**75%**

retention rate of  
property leaders  
(general managers)

**21%**

of ACC team  
members have been  
with us for five years  
or longer

All data specific to full-time team members

**612**  
on-demand training  
courses offered  
through  
ACC University

**144,000+**  
courses completed  
by ACC  
team members

Instagram  
@life.at.acc  
San Diego, CA

Going Beyond All Limits at the  
2024 Leadership Conference!  
#AmCampusLeaders

General Managers at 2024 Leadership Conference  
San Diego, CA



## Inside Track

Our Inside Track development program, which we created in 2003, helps ACC's high-performing assistant general managers (AGM) advance toward general manager positions. In 2023, 18 ACC leaders participated in the program, which provides mentorship and intensive training emphasizing residence life, human resource management, business operations, marketing and leasing, facilities and career development. Participants also attended a four-day conference in Austin, Texas.

**Inside Track:  
2003-2024**

**446**  
participants

**68%**  
have become  
general managers

**46**  
serve as regional  
managers or other  
corporate positions

**14**  
serve in roles of vice  
president or above  
(2 EVP or above)



## Facilities Inside Track

In 2023, we welcomed the second class of our Facilities Inside Track (FIT) program, which provides our facilities team members with mentoring and a structured pipeline to grow their careers. Of the 23 participants in this year's FIT program, 11 were promoted. We also held a two-day leadership conference for maintenance managers.



## ACCelerate

We held five regional ACCelerate events in 2023 to help entry- to mid-level ACC team members learn about our mission and values, career opportunities and trends within student housing and the real estate industry. At the events, 143 team members from 43 markets learned from ACC leaders and networked with each other at breakout sessions. We invited participants to complete a voluntary certification program for further professional development, and 84% of the 50 team members who completed it were promoted into a new role by the end of 2023.

## Team Member Recognition

As in previous years, in 2023 we held a quarterly companywide ACC Spotlight - Celebrating Team and Achievements call. On these calls, company leaders share ACC news and recognize individuals and property teams that have exemplified exceptional performance and leadership. Team members are able to submit questions that are answered on this call.

David Bowles



## People Spotlight

ACC Director of Facilities David Bowles was a graduate of our inaugural class of Inside Track in 2003 and now leads our new Facilities Inside Track program for maintenance team members. David was trained as an educator before pursuing a student housing career, so he's perfectly suited to his current role in talent development.

**“We train our teams to notice all the small details, be proactive and take pride.”**

[Learn more about David >](#)

## Benefits & Wellness

We are committed to fostering all aspects of our team members' health and well-being, which helps them thrive both on and off the clock. We provide a comprehensive benefits package that includes ample vacation and sick time, health coverage for domestic partners and 401(k) plans including funds that meet ESG criteria. We enhanced our benefits in 2023 by increasing our educational assistance program from \$1,500 to \$5,000 annually and launched an employee assistance program (EAP) for all team members. We also prepared for a Jan. 1, 2024 rollout of paid parental leave (we previously offered paid maternity leave) for both birth and non-birth parents, paid compassion leave and paid military leave, and enhanced short-term disability coverage.

### Supporting Team Members' Mental Health

Supporting students' mental health is a core focus of our residence life program. Our on-site team members implement our mental health support initiatives, and they are also on the front



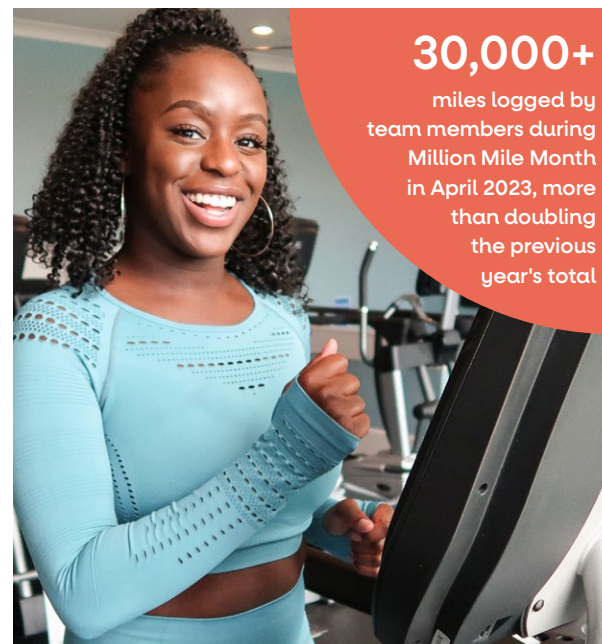
lines every day helping residents deal with both everyday challenges and crises. We are also committed to supporting our team members' mental health so they can serve others well without sacrificing their own well-being.

Our EAP enables team members to get support 24 hours a day, seven days a week from a licensed clinician and access up to six face-to-face counseling sessions. We also have on-site crisis support for all of our property teams available as needed. And the EAP has provided guidance for coaching managers through times of loss and crisis, with additional support information and webinars. Additionally, we promote resources from our partners at the Hi, How Are You Project.

### Promoting Wellness at Work

In May 2023, we held our annual Health and Wellness Month, with each week focused on increasing team members' awareness of a different aspect of their well-being. We held giveaways each week as well. We also provide ongoing educational newsletters to help team members learn about strategies and resources for improving their health and well-being. And we sponsor companywide wellness challenges: team members logged more than 30,000 miles during Million Mile Month in April 2023, more than doubling the previous year's total.

We also provide free flu shots, CPR classes and discounted gym memberships to ACC corporate team members.





## Environmental, Health & Safety

At ACC, we are committed to providing a healthy, safe work environment and helping our team members to follow best practices, whether they work at our properties or from a home office.

### Safe Work Practices

We take a comprehensive approach to safety-related work practices for team members, contractors and subcontractors. Our programs empower supervisors to keep their teams safe and individuals to take responsibility for following the safety practices outlined in our comprehensive Product Health and Safety Plan:

- + Obey safety rules and safe job procedures.
- + Attend safety meetings and training sessions, in person or online.
- + Keep work areas clean and free from slipping or tripping hazards.
- + Immediately report all malfunctions to a supervisor.
- + Use care when lifting and carrying objects.
- + Observe restricted areas and all warning signs.
- + Know emergency procedures.
- + Report unsafe conditions to supervisors.
- + Notify supervisors of every accident or injury.

In our required service contract agreements, we mandate that all contractors and subcontractors who perform work in facilities or on ACC-controlled property abide by all safety rules and follow safety procedures. We maintain contractor safety training records that are accessible for review by property staff.

Our objective is to keep the number of injuries and illnesses to an absolute minimum—with the goal of zero—to surpass the best experience of operations like ours.

### Basic Operating Standards & Systems (BOSS)

BOSS is the quality control program ACC uses to establish a set of minimum operating standards—focused on curb appeal and customer service—that a resident can expect at any ACC property. Every new hire completes BOSS training as part of their orientation.

Staff members are expected to meet or exceed the following standards:

- + Put students first.
- + Surprise and delight.
- + Be passionate.

BOSS helps team members continually improve our communities, ensure cleanliness and provide responsive customer service. Our BOSS Weekly Walk policy requires that a member of the management team and a member of the maintenance team walk together by each resident's unit at least once per week to ensure the facilities are in good condition and excellent curb appeal is being maintained throughout the entire community. Any deficiencies are reported and resolved.



BOSS helps team members continually improve our communities, ensure cleanliness and provide responsive customer service.



## Facilities Plan & Assessment

We follow a Facilities Plan for daily, preventative maintenance to ensure our properties are in excellent condition for our residents. In addition to daily maintenance, our corporate facilities department also conducts periodic facilities assessments to ensure:

- + The property is maintained according to the ACC Facilities Plan.
- + Unit condition, cleanliness, safety and security standards are met.
- + Facilities policies and procedures are followed.
- + Site management team is knowledgeable and responsible for all facility-related issues.

During the assessment, facilities inspectors conduct a visual inspection of the property to check compliance with ACC standards. Any items that require further action are noted on a form so they can be addressed by the property management team.

## Safety Training

ACC supervisors are responsible for administering safety training with their team members. All team members—including operations specialists, bookkeeping specialists, leasing and marketing specialists, facilities specialists and facilities directors—are required to complete ACC University's Safety Training for All Employees online modules. The course includes video instruction, a test after completion and supervisor verification that training was completed on time.

All on-site maintenance team members, as well as facilities specialists and facilities directors, have potential exposure to different workplace hazards than office staff and are thus required to complete Safety Training for Maintenance Employees.





# Residents

**Our number one priority is delivering the best possible experience for students. We have three key objectives that guide all of our resident programs and initiatives:**

1. Create inclusive communities where students feel connected, are involved in the university community and are academically successful.
2. Develop and nurture partnerships with our affiliated universities that support residents' academic and personal goals.
3. Support the financial objectives of our properties by creating a vibrant and desirable student community.

## Student Staff Team Members

The resident experience is heavily shaped by our student staff team members—our community assistants (CAs) and resident assistants (RAs)—who use their ACC training and their ability to relate to their peers to build a strong sense of community and promote academic success.

## Residence Life Program

ACC's residence life program is the cornerstone of our communities. It is designed to build community and nurture all aspects of students' success and well-being. We offer engaging educational, recreational and social events as well as ongoing initiatives such as our Hi, How Are You mental health support and For the Greener Good sustainability programs.

## Pillars of Residence Life

- + Academic Success
- + Health and Wellness (physical and mental)
- + Sustainable Living and Education
- + Employability/Career Focus
- + Giving Back/Charity
- + Financial Literacy
- + Community Engagement (property community and local community)
- + Resident Appreciation



## People Spotlight

Residence Life is the heart of our ACC communities, and Meg Nicholson is the heart of Residence Life. As our director of Residence Life, she draws upon her previous experience as a general manager to help our teams support residents and build a strong sense of community.

**“It’s our job to ensure students have what they need to succeed and establish ourselves as people who are there to help.”**

[Learn more about Meg >](#)



### Community Service

We encourage our team members and residents to volunteer regularly in their communities. We also organize companywide initiatives. For example, we spent 2023 developing a pilot program with our new partner CoreGiving, which we will launch in 2024, to organize resident volunteer events at local food banks.

### ResLife Conference

We also held our second annual ResLife Conference, a virtual event that brought 78 property leaders together for training and brainstorming sessions on the theme “Making Mental Health Matter.” Participants developed ideas for staff training, resident events and community building activities to support students’ mental health, and 28 of the participants completed suicide mitigation training.

## Listening & Learning

Student housing is a fast-paced business, and each new school year brings a huge influx of new residents to our communities. We continually seek residents’ input and feedback to understand their needs, and we use these insights to shape all of our major decisions.

Our listening and learning starts on day one, with asking residents to share their opinions about the move-in process. We maintain an open-door policy, encouraging residents to engage with our team in person, at events and through social media. We monitor social media and review sites to respond to questions and issues, and to identify trends. We also conduct formal surveys, including our annual resident satisfaction survey. And we also use insights from the Thriving College Student Index conducted through the College Student Mental Wellness Advocacy Coalition.

### A Better Value for Parents & Students

We know that affordability is important to both parents and students. We offer units at a wide variety of price points and build in budget-friendly features. Nearly all ACC communities offer fully furnished units at no extra fee. Fitness centers, academic success centers and other amenities are

included with no additional membership fee. And 97% of our communities are within walking distance of public transit. Plus, our individual liability leases mean each student is only responsible for their own rent, even if their roommate transfers or graduates.



### Annual Resident Satisfaction Survey

Residents somewhat or strongly agreed with the following statements:

**84%**

I can be academically successful at this property

**84%**

I am comfortable being myself where I live

**81%**

I am satisfied with this community

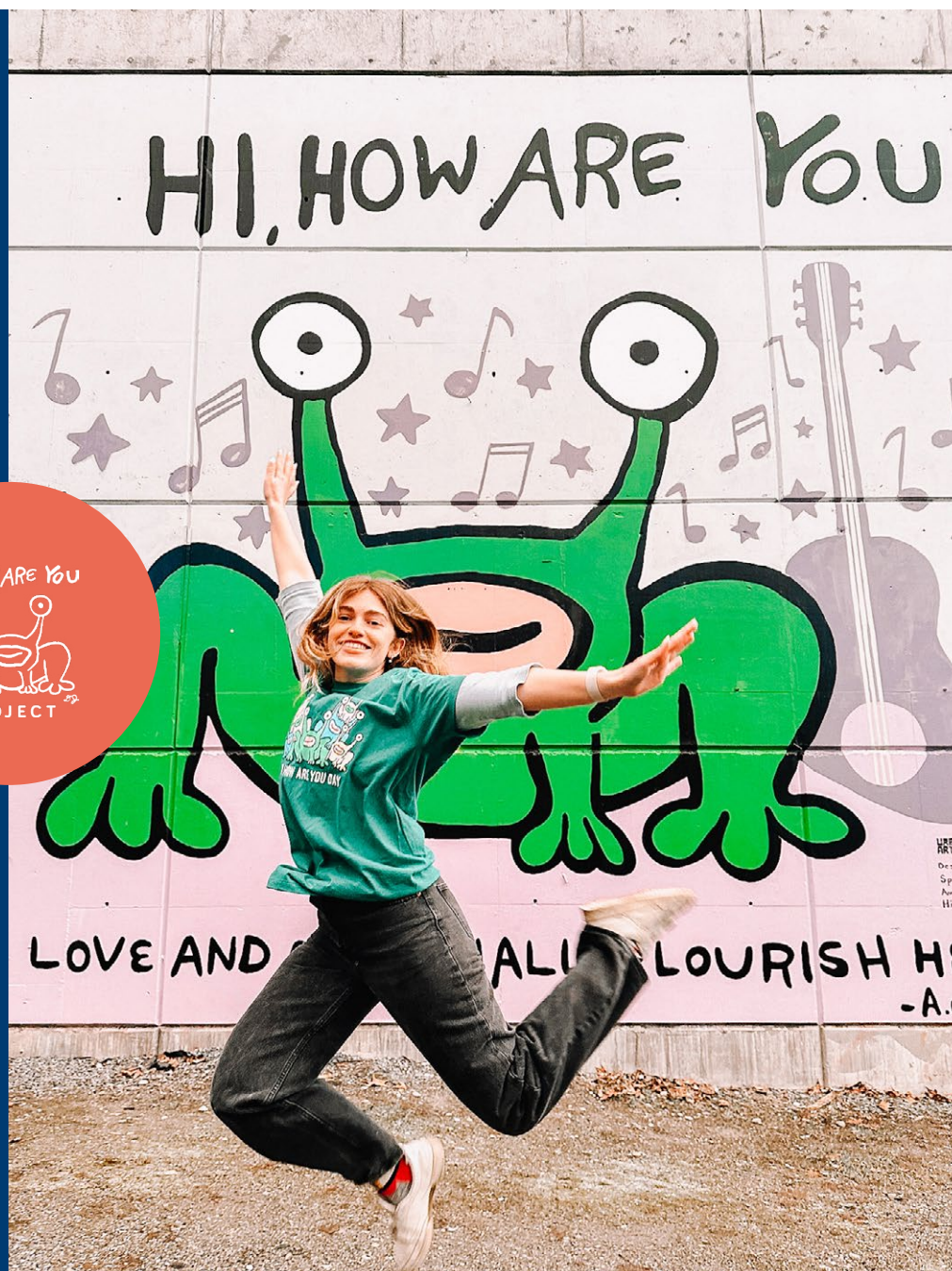


## Mental Health

Mental health is a core component of overall health and well-being, especially during the college years, which can be full of transitions, stress and uncertainty. ACC is a staunch proponent of mental health awareness and care, not only for the residents of our communities but for all college students nationwide.

### Supporting our Communities: Hi, How Are You Project

Since 2019, we have partnered with the Hi, How You Project (HHAYP), a mental health awareness nonprofit, to develop and facilitate training that equips our community assistants and other staff to provide peer-to-peer mental health support to residents at ACC communities. In 2023, we complemented this outreach with awareness events such as Hi, How Are You Day on January 22, Mental Health Awareness Month in May, National Suicide Prevention Week in September and World Mental Health Day events on October 10.



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“By providing young adults with tools to identify and mitigate/manage their negative feelings, we can reduce the number of times an ‘ember’ develops into a raging inferno, thus reducing the strain on our mental health professionals and improving the chances our children will lead healthier, happier lives.”

– Robert Sanchez, Executive Director, Hi, How Are You Project



college student  
mental wellness  
advocacy coalition

### Scaling Industrywide: College Student Mental Wellness Advocacy Coalition

In 2022, we expanded the impact of our work by forming the College Student Mental Wellness Advocacy Coalition with our partners at HHAYP and other student housing industry leaders. Our mission is to support and understand student residents, encourage open dialogues and raise public awareness about the importance of mental wellness and its impact on students.

The Coalition is now composed of 26 college student residential housing companies reaching 800,000 young people across the U.S. The Coalition's activities over the last year included sponsoring the second-annual Thriving College Student Index Report, the largest benchmark survey of college students' mental health and wellness. We used the report's findings to work with HHAYP on a peer-to-peer training program that we'll roll out to all Coalition members in 2024, along with an updated HHAYP website with additional resources.

We also partnered with the Jed Foundation on a new resource that will roll out to all Coalition member communities in May 2024: “Responding

to a Suicide: Postvention Guidance for Student Housing Managers.” This emergency preparedness guidebook will support off-campus student housing managers in how to handle the sudden and tragic loss of a resident.

### 2023 Thriving College Student Index Report

This year's results show improvement over 2022. Students feel the following emotions “all the time” or “often”:

**65%**

**Stressed**  
(down from 70%)

**57%**

**Anxious/worried**  
(down from 63%)

**57%**

**Overwhelmed**  
(down from 61%)

**55%**

**Happy**  
(up from 50%)

Like last year, listening to music (82%) remains the number one behavior students engage in to destress, followed by socializing with friends (67%).

Gina Cowart



### People Spotlight

Gina Cowart, ACC's senior vice president of brand and marcom strategy, serves on the board of the Hi, How Are You Project. She's worked with HHAYP and the College Student Mental Wellness Advocacy Coalition to create national mental health awareness initiatives for college students. Along the way, she and her fellow leaders have learned a lot about how student housing communities can uniquely support their residents' needs.

**“College students are navigating a major life transition, and we're right there with them in their new homes, helping build community.”**

[Learn more about Gina >](#)



## Entrepreneurship

Our commitment to academic success extends beyond traditional coursework to include nurturing students' creative and entrepreneurial potential.

### STRT on Campus

In 2023, we announced a partnership with STRT, a leader in the design and operation of living and creative spaces for entrepreneurs, to develop world-class Entrepreneurial Living Learning Communities (ELLCs). The product, STRT On Campus by American Campus Communities, will bring housing accommodations, resources and programming to student entrepreneurs and creators.

To inform this endeavor, STRT On Campus published an inaugural Entrepreneurial Living Learning Community Annual Report, which analyzes over 35 university ELLCs across America and the market for these communities. STRT also launched its Student Founded Startup Database to support student-founded businesses.



ACC and STRT regularly attend student housing industry events to support student entrepreneurs. And we co-hosted a Student Founder House event with the LaunchPad at The University of Texas at Austin during SXSW 2023. Over three days at ACC's Callaway House, the event included interactive panels spotlighting student entrepreneurs, a company showcase, a student vendor market, musical performances and a rooftop happy hour.

### LaunchPad

ACC initiated a new partnership with Blackstone Charitable Foundation to bring its signature program, Blackstone LaunchPad, to universities within the LaunchPad network, with a focus on Minority Serving Institutions to bridge the opportunity gap. LaunchPad works with colleges across the U.S. to equip students with the entrepreneurial skills and internship opportunities to build lasting careers. In 2023, we helped connect LaunchPad with the team at Prairie View A&M University. LaunchPad will enable us to support our residents' career development in new ways that build a growth mindset, creativity, critical thinking and leadership.



### People Spotlight

Destiny Diaz, a community assistant at North District at California, Riverside, was named to ACC's Dean's List for exceptional students. She's a psychology major who supports residents' mental health through both one-on-one events and wellness events. She has a lifelong passion for helping the homeless and has organized many food drives as philanthropy chair of Alpha Pi Sigma.

**"Whenever I've had the opportunity to help out people in my community, I've always taken it."**

[Learn more about Destiny >](#)

## Scholarship Programs

We support our residents by offering scholarship programs at many of our communities.

### Folds of Honor

At the Florida State University v. Miami football game on Veteran's Day (Nov. 11, 2023), ACCs and Folds of Honor took to the field to award \$5,000 scholarships to five FSU students. The students are all children of veterans of the U.S. Armed Forces. Since 2018, the ACC Foundation has partnered with Folds of Honor to support the nonprofit's goal of providing educational scholarships to spouses and children of America's fallen and disabled service members. ACC has awarded \$150,000 in scholarships to date.



Florida State v. Miami on Veteran's Day 2023

### Prairie View A&M

We continued our "Success by Design" scholarship program for Prairie View A&M students. We set up this scholarship endowment in 2021 to celebrate 25 years of our longest-running university relationship.

### Arizona State University

ACC has provided funding for the Mark Jacobs Scholarship Endowment at Arizona State University, which is one of our longtime partners. This scholarship fund celebrates Dr. Mark Jacobs, dean of Barrett, The Honors College, for his nearly 20 years of service to the university and supports outstanding undergraduate students at Barrett.

## Neighbors

ACC communities are a vibrant part of the campuses, neighborhoods and cities they call home. We support our neighbors by hiring local residents and contractors, engaging local businesses in the ACC portfolio and giving back to campus and nonprofit initiatives that help people thrive.

### Supporting Retailers

Thirty-seven of our communities are mixed-use, featuring over 540,000 square feet dedicated to retail spaces. We support our retail partners through co-marketing programs and promotions on our social media channels. Since 2021, we've offered a Neighborhood Business Nurturing Program to support small, local businesses — particularly diverse-owned businesses. We've also continued to renegotiate rents with retailers who are still facing post-pandemic financial challenges.



Nadiya Merced Stadium Centre at Florida State  
Tallahassee, FL



## Supporting Nonprofits

We are passionate about helping people thrive in our hometown of Austin and the other cities we serve. We give back by supporting local charities, providing scholarships and volunteering.

In 2023, the ACC Foundation contributed more than \$483,500 to charities that focus on disadvantaged youth and education. Additionally, many members of our senior management team serve on the boards of nonprofits, including those of ACC's primary charities.

### ACC's Primary Charities

- + Austin School for the Performing and Visual Arts
- + Boys & Girls Clubs of the Austin Area
- + CoreGiving
- + Explore Austin
- + Folds of Honor
- + Hi, How Are You Foundation
- + LifeWorks
- + MJ&M
- + Rise School of Austin



The Home Office Team volunteering at the Central Texas Food Bank Austin, TX

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CoreGiving had a record-setting year, providing over 20 million meals and dedicating nearly 10,000 volunteer hours to advance the vital work of 76 hunger-relief organizations across 25 states. It's truly inspiring to see ACC team members demonstrate their commitment to being a good neighbor and helping students — and local families — thrive.”

– Bridget O'Connell, Executive Director, CoreGiving

### CoreGiving

In 2023, we launched a partnership with CoreGiving, a nonprofit dedicated to eliminating child hunger by providing nourishing meals to children and families through partnerships with food banks and other hunger-relief organizations across the U.S. ACC provides both financial and volunteer support as one of CoreGiving's 11 corporate partners, which all operate in the real estate sector.



On our first annual CoreGiving Day in October 2023, ACC team members signed up to work side-by-side at food banks across the country. In Austin alone, we helped the Central Texas Food Bank process, sort and pack over 7,500 meals to feed our neighbors in need. And we also launched a pilot program to organize local food bank volunteer events for the residents of ACC communities.



Minneapolis Market volunteering for CoreGiving Day.

### Team Member Volunteering and Giving

This past year was our first full year of using the YourCause platform, which makes it easier for ACC team members to support their favorite causes through volunteering and donations. Team members can use YourCause to find local volunteer opportunities, whether with ACC charity partners or other nonprofits. And ACC will match any donation to an approved charity submitted through YourCause, up to \$500 per team member each year.