

Communication on Engagement (COE)
**COUNCIL OF FASHION
DESIGNERS OF AMERICA**

CFDA

Period covered by this Communication on Engagement:
January 2019 - December 2021

PART I. STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER

21 February 2022

To our stakeholders:

I am pleased to confirm that the Council of Fashion Designers of America (CFDA) reaffirms its support to the United Nations Global Compact and its Ten Principles in the areas of Human Rights, Labour, Environment, and Anti-Corruption.

Within this Communication of Engagement, we describe how since pledging commitment in 2019, the CFDA has supported the UN Global Compact and its Ten Principles through engagement and other activities as suggested for our type of organization.

As a not-for-profit membership-based trade organization founded in 1962, the mission of the Council of Fashion Designers of America is to strengthen the impact of American fashion in the global economy. The CFDA has a membership of more than 440 of America's foremost womenswear, menswear, jewelry, and accessories designers.

Alongside Diversity, Equity, and Inclusion, COVID-19 Recovery, Membership, and Education – Sustainability is a core pillar of our work and is embedded into programs and initiatives.

We welcome feedback on this Communication of Engagement and commit to sharing this information with our stakeholders using our primary communication channels.

Sincerely,



Steven Kolb
Chief Executive Officer
Council of Fashion Designers of America
[CFDA.com](https://www.cFDA.com)

PART II. DESCRIPTIONS OF ACTIONS

Summary of the Council of Fashion Designers of America's program activities and engagement highlights directly related to the UN Global Compact's Principles and Sustainable Development Goals within the COE period of January 2019 – December 2021.

For more than a decade, sustainability has been a core pillar of our work.

In 2019 the CFDA pledged to support the Ten Principles of the UN Global Compact, promote awareness of the Global Goals to our constituents, and amplify their importance to positive transformation within fashion environmentally, socially, economically, culturally.

Through its purpose-centered initiatives, the CFDA also committed to engaging and educating its communities by providing sustainable strategies centered resources and ingenuity-based thought leadership to advance the American fashion ecosystem's progress in reaching UN 2030 decarbonization goals and 2050 net-zero targets.

By working with our Board of Directors led by Chairman Tom Ford and our CFDA members—more than 450 of America's foremost womenswear, menswear, accessories, and jewelry designers, we aim to facilitate impactful change and to help our constituents implement circularity and sustainable innovation within their business models, and value chain.

The value of creative capital and the need to navigate today's challenges with a multi-generational approach is top of mind in our objectives. Whether working to increase student scholarship opportunities, provide mentorship to emerging talent or guidance to established brands, our efforts are calibrated to helping our communities navigate through the pandemic's impacts— and towards positive, inclusive, innovative futures.

The examples within represent highlights of how we have applied the UN Global Compact's Principles and Global Goals directly to our work. These highlights are intended as supplemental to the CFDA's annual reporting of activities publicly available at CFDA.com: <https://cfda.com/about-cfda/reports-statements>

COUNCIL OF FASHION DESIGNERS OF AMERICA ANNUAL REPORTS

CFDA Annual Report 2020

<https://s3.amazonaws.com/cfda.f.mrhenry.be/2021/08/CFDA-AR-2020.pdf>

CFDA Annual Report 2019

<https://s3.amazonaws.com/cfda.f.mrhenry.be/2020/07/CFDA-Annual-Report-2019.pdf>

Additionally, contained within CEO Steven Kolb's December 2021 message is a summary of annual CFDA organizational highlights:

<https://cfda.com/news/a-new-years-message-from-cfda-ceo-steven-kolb>

PART II. DESCRIPTIONS OF ACTIONS cont'd

PROFESSIONAL DEVELOPMENT, ENGAGEMENT + INTEGRATED CONTENT

As part of our 2019 commitment to expand Sustainability Initiatives, we pledged to engage CFDA Members, professionals, emerging designers, students, and educators in open dialogue via active engagement- including Professional Development workshops, 1:1 office hour session, panel conversations, and external stakeholder alliance-led virtual and live engagements.

In 2021, Sustainability, one of the CFDA's strategic priorities, was fully integrated into our Professional Development, Education, and editorial/ communications.

- **PROFESSIONAL DEVELOPMENT** offered more than 24 virtual engagements blended with evergreen CFDA.com editorial and [Industry Insights](#) content, creating a growing library of more than 64 on-demand webinars, interviews, opinion pieces, & further positioning CFDA.com as a destination for knowledge sharing. More than 82 expert voices volunteered expertise within sustainability/ circularity, DEI, supply chain, innovation and business strategies. Program highlights included a four-part Circular Fashion Earth Month and Adaptive Fashion series, AAPI Heritage Month programming, a two-part Native American Indigenous Design Community series, and a three-part Elle x Latinx Hispanic Heritage Month series.
- **LEADING STAKEHOLDER ALLIANCES** integrated within 2021 Professional Development included Ellen MacArthur Foundation/ Make Fashion Circular, Sustainable Apparel Coalition, Apparel Impact Institute, Textile Exchange, Project Everyone/ Fashion Avengers, Conscious Fashion Lifestyle Network/ Fashion Impact Fund.
- **TRANSFORMERS X WONDROS** In September 2021, timed with UNGA 76, a CFDA pilot video short created in collaboration with WONDROS was released spotlighting 3 female "Transformers" as individuals championing change in fashion through regenerative systems thinking, ingenuity, resiliency, and innovation featuring CFDA Innovation Scholar Uyen Tran, Hillary Taymour of Collina Strada, and Angela Luna of ADIFF.
- **UN HOSTED SDG WORKSHOP** In February 2019, the UN Global Compact team hosted a Sustainable Development Goals Workshop for CFDA Fashion* Initiative SME brands. SDG 12 Responsible Consumption and Production and other SDGs were used as strategic learning tools. CFDA Fashion* Initiative cohort brands that included PSNY/ Public School, Jonathan Cohen, and Tracy Reese's Hope For Flowers learned how to use the SDGs to problem solve and set actionable priorities within their sustainability blueprints.

THOUGHT LEADERSHIP + REPORTING

Since 2019, the CFDA has furthered its ongoing commitment to conduct applied research and thought leadership to advance best practices through the development and public release of key reports including:

- **CFDA PVH STATE OF DIVERSITY, EQUITY, AND INCLUSION IN FASHION** In partnership with PVH, in February 2021, the [CFDA released “The State of Diversity, Equity, and Inclusion in Fashion” report](https://cfda.com/news/cfda-pvh-release-the-state-of-diversity-equity-inclusion-in-fashion-study-report) – presenting research findings and tangible steps to drive greater representation in the workforce: <https://cfda.com/news/cfda-pvh-release-the-state-of-diversity-equity-inclusion-in-fashion-study-report>
- **CFDA X BCG SUSTAINABILITY BY DESIGN: RETHINKING NYFW** In October 2020, the CFDA in partnership with Boston Consulting Group (BCG) released Sustainability by Design: Rethinking New York Fashion Week as a 3-part comprehensive report set: [Executive Summary, NYFW Impact Report](https://cfda.com/news/sustainability-by-design-rethinking-new-york-fashion-week) examining the environmental impact of New York Fashion Week, and a Playbook for Positive Change. <https://cfda.com/news/sustainability-by-design-rethinking-new-york-fashion-week>
- **THE UNITED NATIONS OFFICE OF PARTNERSHIPS (UNOP)** and Conscious Fashion Campaign, a not-for-profit SDG awareness initiative supported by the UN, collaborated with the CFDA and BCG on the Sustainability by Design: Rethinking NYFW study as advisories and as members of the Steering Committee.
- [THE PLAYBOOK FOR POSITIVE CHANGE](#) contains future-gazing customizable strategic guidelines anchoring to a framework of 7 Key Sustainable Development Goals: SDG 7 Affordable + Clean Energy, SDG 8 Good Jobs and Economic Growth, SDG 11 Sustainable Cities and Communities, SDG 12 Responsible Consumption, SDG 13 Climate Action, SDG 15 Life On Land, and SDG 17 Partnerships for the Goals
- **SUSTAINABILITY BY DESIGN: RETHINKING NYFW MICRO ENGAGEMENT SERIES** Using the report and its findings as a springboard for continued dialogue, the CFDA engaged in a series of virtual discussions with report stakeholders and Steering Committee Members in 2020- 2021.

RESOURCES + TOOLS

The CFDA's 2019 launch of an open access Sustainability Resource Hub, Guide and Toolkit to Sustainable Strategies marked an important milestone of learning centered resources designed to service and guide our holistic community of members, professionals, designers, and students. Within these growing resources, the principles of the UN Global Compact and the Sustainable Development Goals are referenced as primary frameworks. Since the launch of these resources, we have remained committed to sharing these universal principles and encouraging their implementation through our programs and communications plans.

- **SUSTAINABILITY RESOURCE HUB 2.0 RENOVATION** {APRIL 2022} In 2022, the Sustainability Resource Hub will complete its 2021 renovation. The second phase redesign of the centralized CFDA.com Sustainability Resource Hub 2.0 will accommodate growth of an expanded library of tools and learning resource components, and centralize new topic focused content and timing critical information related to ESG, Climate 2030/2050, De-carbonization Policy/Governance, Circular Design Strategies, Sustainable Innovation etc.
- **THE A-Z SUSTAINABILITY RESOURCE DIRECTORY** 2.0 update will include innovation roadmaps for proven climate/ emissions reduction pathways, science-based target resources and SME appropriate, assessment strategies. A Sustainability Lexicon section will be added containing a glossary of key vocabulary terms, and nomenclatures. The UN SDGS be anchor for vetting future stakeholder additions.
- **MATERIALS HUB LAUNCH** In 2021, CFDA Fashion Supply Chain launched a B2B focused Materials Hub, featuring 60 innovators and vendors, building upon the fiber education-based Materials Index launched in 2019. A 4- part on demand digital series moderated by Re:Source founder Tara St. James accompanied the new resource launch.
- **CFDA KPI DESIGN KIT | A SUSTAINABLE STRATEGIES PLAYBOOK FOR MEASURABLE CHANGE** Released in October 2019, the [CFDA KPI Design Kit, A Sustainable Strategies Playbook for Measurable Change](https://cfda.com/news/debuting-the-kpi-design-kit-sustainable-strategies-playbook-for-measurable-change) is a "Quick Wins" field guide intended to help designers and SME brands create attainable KPIs, and navigate complex decision making. Clearly defined, actionable ESG priorities are road-mapped with suggested steps for varied levels of implementation. The KPI Design Kit is the outcome of collaboration within the NYU Stern Center for Sustainable Business' 2019 MBA Course, Sustainability for Competitive Advantage led by NYU Stern CSB Director Tensie Whelan.

<https://cfda.com/news/debuting-the-kpi-design-kit-sustainable-strategies-playbook-for-measurable-change>

- **SUSTAINABLE STRATEGIES TOOLKIT** The CFDA Sustainable Strategies Toolkit uses the Sustainable Development Goals as a compass to guide design x business thinkers in using the Global Goals to identify opportunities to transform challenges into actionable solutions. As annex to the [CFDA Guide to Sustainability Strategies](#), the Sustainable Strategies Toolkit created for the CFDA by consultant Lauren Croke, formerly of Eileen Fisher, is intended to facilitate in diagnostics and provide users with step-by-step guidance in the creation of strategic blueprints.
- **A-Z MATERIALS INDEX** The [Materials Index](#), designed as an informational tool for both industry and education- is an A-Z directory of more than 40 materials focused on fiber knowledge with descriptions.

SCHOLARSHIP

We believe that today's students are the architects of tomorrow-who will build a more inclusive, just, equitable future for people and planet.

In 2021, the CFDA commemorated the 25th Anniversary of CFDA Scholarships by awarding \$500,000 through 19 scholarships. Eighty-one percent of recipients are fashion design students of diverse/ under-represented talent {35 percent Black/BIPOC, 31 percent AAPI, 15 percent MENA of which 80 percent identified as She/Her}.

All CFDA scholarship awards were determined using a new holistic criteria of financial need x talent x professional potential blended with specialization specific criteria across 8 designations, including a \$100,000 CFDA COVID-Relief Scholarship fund and the Design for Justice Scholarship. {2/\$50,000}.

Additionally, two new CFDA scholarships were established in partnership with the Coach and Swarovski Foundations:

- **THE COACH DREAM IT REAL X CFDA SCHOLAR AWARD** was created in collaboration with Coach Foundation. Dedicated to growing futures of under-represented student talent with financial need, \$150,000 as 6/\$25,000 Scholarships was awarded. Each scholarship recipient was selected for portfolio work demonstrating strong creativity and potential to use their design voices to champion change and to advocate, advance, and transform fashion.
- **THE CFDA + SWAROVSKI FOUNDATION RE: GENERATION INNOVATION SCHOLAR AWARD** was established as a \$30,000 scholarship blended with mentorship to advance understanding of circular design strategies anchored by the Sustainable Development Goals.
- **360 LEAD MENTOR RUNA RAY** The inaugural CFDA + Swarovski Foundation Re: Generation Innovation Design Scholar's mentorship journey is guided by 360 Lead Mentor Runa Ray- striving to meaningfully address and attain SDG 5 Gender Equity, SDG 10, Reduced Inequalities, and SDG 12 Responsible Consumption + Production within his Senior Thesis collection.
- **2022+ CFDA SCHOLARSHIP** The year ahead will continue in this path - staging the foundation for the next twenty-five years of CFDA scholarship, mentorship, and development with a sustained commitment of \$500,000 in 2022 scholarship funds. All CFDA Scholarships are designed to grow the exemplary potential of fashion talent who will lead and captain change in our global society through creativity and new mindsets.
- **SDG 4 QUALITY EDUCATION** To date, the CFDA has awarded more than \$2.7 million and 321 scholarships to student design talent attending 22 leading American colleges and universities.

PART III. MEASUREMENT OF OUTCOMES

Measured outcomes of the activities described in Part II

The Council of Fashion Designers of America addresses the Ten Principles of the United Nations Global Compact through its strategic priorities and organizational pillars of Diversity, Equity and Inclusion, Sustainability, COVID-Recovery, Member Support, and Education.

Please refer to the [CFDA's Annual Reports](#) for a comprehensive overview of pillar specific programs, initiatives, grants, and awards relating to the Ten Principles of Human Rights, Labor, Environment, and Anti - Corruption.

Within the highlighted examples within this COE, we measure impact aligned to the Sustainable Development Goals:

- CFDA Professional Development, Engagement, and Integrated Content highlights address SDG 9 Industry Innovation and Infrastructure, SDG 11 Sustainable Cities and Communities, SDG 12 Responsible Consumption and Production, and SDG 13 Climate Action
- CFDA Thought Leadership + Reporting highlights address SDG 5 Gender Equality, SDG 8 Decent Work and Economic Growth, SDG 10 Reduced Inequities, SDG 12 Responsible Consumption and Production, and SDG 13 Climate Action
- CFDA Resources + Tools highlights address SDG 4 Quality Education, SDG 12 Responsible Consumption and Production, SDG 13 Climate Action, SDG 14 Life Below Water SDG 15 Life on Land, and SDG 16 Peace, Justice, and Strong Institutions
- CFDA Scholarships highlights address SDG 4 Quality Education, SDG 5 Gender Equality, SDG 10 Reduced Inequalities, and SDG 17 Partnerships for the Goals

PART IV. CONTINUED COMMITMENT + SUSTAINABILITY PRIORITIES

As we continue to define our path to delivering unique purpose-centered Sustainability initiatives in 2022, a key aim will be to help small – mid-size brands grow their businesses while also navigating climate urgencies and to unite CFDA goals with those of shared alliances. Deepened integrations and focused collaboration will be at the core of our work efforts to valuably serve a diverse community and foster their positioning as resilient leaders.

- **UNFCCC CFDA** Support Letter, January 2022. The CFDA commits to support the vision outlined in the Charter and the implementation of its principles- including engaging our community in topics that connect to the UN Fashion Industry Charter working groups domains 1) Decarbonization and GHG Emission Reductions 2) Materials 3) Manufacturing + Energy 4) Policy + Engagement 5) Financial Tools 6) Promoting Broader Climate Action 7) Brand/ Retailer Owned or Operated Emissions.
- **CONTINUING IN THE DECADE OF ACTION** trajectory, a topmost priority of 2022 will be redefining forward pathways that support an accelerated shift from ESG commitments to measurable actions; Sustainability Initiatives focus will center on helping SME CFDA members, brands and creative community successfully reach the 50% emissions reduction targets needed to limit global warming to 1.5c by 2030, as defined by the United Nations Global Compact {UNGC} and UN Fashion Industry Charter for Climate Action {UNFCC}
- **FACILITATE THE JUST CLIMATE TRANSITION + RACE TO ZERO** Identify CFDA program / resource offerings {existing /new} with current/ future capacity to most purposely and impactfully facilitate a just climate transition in the Race to Zero by 2050.

PART V. APPENDIX I | RELEVANT CFDA.COM LINKS

PROFESSIONAL DEVELOPMENT, ENGAGEMENT + INTEGRATED CONTENT RELEVANT LINKS

09 2021 CFDA PROJECT EVERYONE GOALS HOUSE UNGA

<https://cfda.com/news/cfda-project-everyone-mark-2021-unga-at-goals-house>

09 2021 WONDROS + CFDA TRANSFORMERS

<https://cfda.com/news/transformers-and-change-a-narrative-on-sustainability>

09 2021 CAPTAINING CREATION MAKING + CHANGE {CFDA X ELLE}

Conversation with Gabriela Hearst, Eileen Fisher's Carmen Gama, Arturo Castaneda, Carmen Busquets, Lisa Morales - Hellebo moderated by Parsons MFA Fashion Design + Society's Lucia Cuba Orozo

<https://cfda.com/news/latinx-heritage-month-captaining-creation-making-and-change>

09 2021 CFC + FASHION IMPACT FUND FOUNDER KERRY BANNIGAN

<https://cfda.com/professional/industry-insights/industry-insight/kerry-bannigan-on-the-fashion-impact-fund-a-better-future-for-people-planet>

07 2021 RUNA RAY SDG 14 LIFE UNDER WATER

<https://cfda.com/news/runa-ray-on-the-ocean-decade>

04 2021 CFDA AT CONSCIOUS FASHION SDG VIRTUAL HUB

<https://cfda.com/news/conscious-fashion-campaign-launches-discover-the-sdg-virtual-hub>

04 2021 RUNA RAY | NATURE BASED SOLUTIONS

<https://cfda.com/news/fashion-nature-based-solutions>

12 2020 CFDA X THEREALREAL CIRCLE OF INFLUENCE EPISODE 6: REGENERATION + TRANSFORMATION

Circle of Influence, Regeneration + Transformation: Francois Souchet of Ellen MacArthur Foundation, Kerry Bannigan of Conscious Fashion Campaign and Lucie Brigham of the United Nations Office for Partnerships; moderated by S. Kozlowski, CFDA's VP of Education + Sustainability Initiatives. <https://cfda.com/search?q=circle%20of%20influence>

06 2019 EDUCATION SUMMIT ABRIMA ERWIAH STUDIO 189

<https://cfda.com/news/how-sustainability-representation-and-social-change-drive-abrima-erwiah>

03 2019 CLFI UN GLOBAL COMPACT + SDG WORKSHOP

<https://cfda.com/news/c-lfi-designers-get-first-hand-view-of-un-global-compact>

2019 C/LF*I MAIN LINK TO STORIES

<https://cfda.com/search?q=cfda%20lexus%20fashioninitiative>

PART V. APPENDIX I | RELEVANT CFDA.COM LINKS (continued)

CFDA SUSTAINABILITY GENERAL SEARCH

<https://cfda.com/search?q=sustainability>

CFDA | INDUSTRY INSIGHTS {ADDITIONAL CONTENT AND WEBINARS}

<https://cfda.com/professional/industry-insights>

THOUGHT LEADERSHIP + REPORTING | RELEVANT LINKS

02 08 21 SUSTAINABILITY BY DESIGN RETHINKING NYFW ROUNDTABLE

<https://cfda.com/news/sustainability-by-design-rethinking-nyfw>

10 2020 CFDA BCG SUSTAINABILITY BY DESIGN: RETHINKING NYFW RELEASE

<https://cfda.com/news/sustainability-by-design-rethinking-new-york-fashion-week>

<https://cfda.com/news/sustainability-new-york-fashion-week-decoded>

03 2020 CFDA BCG NYFW IMPACT STUDY WITH CFC UNOP

<https://cfda.com/news/cfda-boston-consulting-group-launch-nyfw-impact-study>

03 2020 LISE KINGO MESSAGE COVID-19 RECOVERY

<https://cfda.com/news/from-the-un-uniting-business-to-tackle-covid-19-through-the-ten-principles>

02 2019 CFDA LETTER OF COMMITMENT: UN GLOBAL COMPACT

<https://cfda.com/news/cfda-pledges-commitment-to-the-u-n-s-10-principles>

RESOURCES + TOOLS | RELEVANT LINKS

01 2019 SUSTAINABLE STRATEGIES TOOLKIT; LAUREN CROKE

<https://cfda.com/news/create-your-sustainability-brand-manifesto>

01 2019 CFDA SUSTAINABILITY RESOURCE HUB LAUNCH

<https://cfda.com/news/introducing-cfdas-sustainability-initiatives-resource-hub>

CFDA | TOOLS + RESOURCES

<https://cfda.com/resources-tools>

SCHOLARSHIP | RELEVANT LINKS

11 2021 Re:GENERATION INNOVATION SCHOLAR: BAILEY ADAMS Q+A

<https://cfda.com/news/meet-2021-cfda-scholar-bailey-adams>

09 2021 Re:GENERATION INNOVATION SCHOLAR: BAILEY ADAMS

<https://cfda.com/news/the-scoop-on-the-first-swarovski-foundation-regeneration-innovation-scholar>

04 2021 CFDA SWAROVSKI FOUNDATION REGENERATION INNOVATION SCHOLAR AWARD

<https://cfda.com/news/the-cfda-swarovski-foundation-launch-the-re-generation-innovation-scholar-award>

PART V. APPENDIX 2 | CFDA

ABOUT | CFDA

The Council of Fashion Designers of America, Inc. (CFDA) is a not-for-profit trade association founded by Eleanor Lambert in 1962. The CFDA has a membership of more than 450 of America's foremost womenswear, menswear, jewelry, and accessory designers.

The mission of the CFDA is to strengthen the impact of American fashion in the global economy. Pillars include Diversity, Equity, and Inclusion through the IMPACT initiative, as well as Sustainability in fashion.

The organization provides its Members with timely and relevant thought-leadership and business development support. Emerging designers and students are supported through professional development programming and numerous grant and scholarship opportunities.

In addition to hosting the annual CFDA Fashion Awards, the organization owns the Fashion Calendar, is the organizer of the Official New York Fashion Week Schedule, and recently launched RUNWAY360.

The CFDA Foundation, Inc. is a separate, not-for-profit organized to mobilize the membership to raise funds for charitable causes and engage in civic initiatives.

<https://cfda.com/>

CFDA MEMBERS

<https://cfda.com/members>

CFDA LEADERSHIP

Tom Ford, Board Chairman

Steven Kolb, Chief Executive Officer

CaSandra Diggs, President

Lisa Smilor, Executive Vice President

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