The human rights and social impact field is comprised of a broad spectrum of governmental, intergovernmental, and non-governmental organizations that focus on alleviating human suffering and protecting and promoting human rights. The field overlaps with crucial peace and security issues, development, law, humanitarian assistance, and economic and social affairs. Organizations use a variety of disciplines in their approach to social justice, including direct service, advocacy, policy development, and research. Social justice often refers to the overall fairness of society and how it divides its rewards and burdens upon groups of people. Social justice and human rights organizations are perhaps best organized according to the issue(s) they are concerned with. Social impact describes the effect of an activity or organization on individuals and a community. When discussing careers in social impact, we often talk about working for nonprofit organizations, but many businesses have some activities devoted to social influence.