



BECOMING WORKPLACE G.O.L.D. MEDALISTS
DEVELOPING INCLUSIVE EMPLOYEE RESOURCE
GROUPS (ERGs)

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GETTING TO KNOW RESOURCE GROUPS

Resource Groups (RGs) are volunteer-led social groups within an entity for people who share common identities, values, and interests to join forces and collectively serve as an insightful asset to the organization.

Business Resource Groups (BRGs)



Employee Resource Groups (ERGs)



Affinity Groups (AGs)



All BRGs and ERGs are affinity groups, but not all affinity groups are ERGs, and not all ERGs are BRGs.

EXAMPLES OF ERGS



Affinity-
Based



Career
Development



Wellness



Cultural



Generational



Environmental



WHAT ERGS ARE VS WHAT THEY'RE NOT



Volunteer-led



Supportive Communities



Organizational Resources



Resource Networking Hubs



Collaboration Platforms



Diversity & Inclusion Advocates



Token Efforts



Exclusive Clubs



Replacements for HR



Isolated Groups



Delegated Committees



Sole Solutions for Diversity



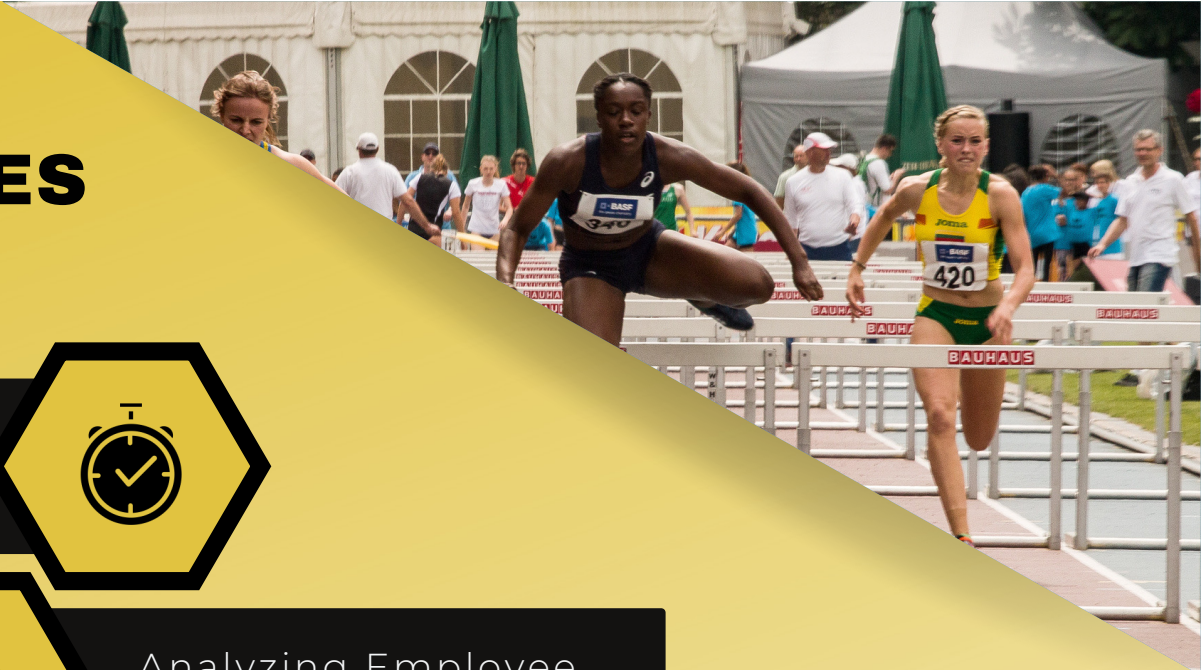
OPPORTUNITIES

Assessing Organizational
Challenges



Analyzing Employee
Surveys and Feedback

Implementation of
Diversity and Inclusion
Initiatives



PROS & CONS

Considering the advantages and disadvantages of which diverse efforts will have an impact should always be included in decision-making.

Pros

Gaining the competitive edge

- Diverse perspectives
- Networking opportunities and resource sharing
- Professional development and skill development
- Employee engagement
- Cultural enhancements (inclusive and competent)
- Community impact
- Talent retention

Cons

Navigating the hurdles

- Potential stereotyping and risk of tokenism
- Resource allocation
- Difficulty in measurement
- Lack of participation and resistance to change
- Exclusivity concerns
- Limited impact
- Leadership challenges and conflicting agenda

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Cons

- Time and resource requirements
- Communication and resistance to change
- Cultural differences and conflicting interests
- Language barriers and conflicting interests



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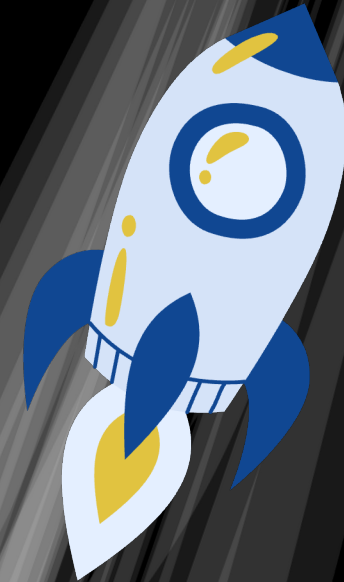
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LAUNCHING ERGS WITH GOLD MEDALIST PRECISION



GOING FOR G.O.L.D. WITH ERGS

G

Governance

To ensure equity across the different groups, ERGs should have a strong governance model that includes:

- Oversight by DEI or HR department
- General guidelines for structure, purpose, and activities
- Budget for initiatives

O

Opportunity

ERGs should create opportunities for the organization and for the staff members who voluntarily participate.

- Talent development vehicle for HR and managers
- Stretch assignments for staff
- Foster culture of belonging and collaboration

L

Leadership Support

ERG sustainability over time depends on strong leadership support that:

- Shares insight into future organizational initiatives
- Provides opportunities to support initiatives
- Uses the ERGs as a resource in organizational planning

D

Decision Influence

ERGs should have influence in organizational decisions.

- Somewhat self-directed, for autonomy
- ERGs can provide valuable feedback prior to rollout.
- Leaders should incorporate ERG feedback, when appropriate and possible

MEET DR. EMILY TURNER

Chief Medical Officer (CMO) at ResilientHealth Hospital

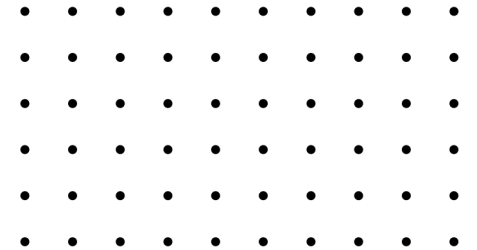
- Oversees medical and clinical operations
 - Strategic leadership
 - High-quality patient care
 - Collaboration with healthcare professionals
 - Management and direction of services
- Discovered issues
 - Unaddressed mental health challenges
 - Stress and burn out
 - Communication gaps
 - High turnover among nurses

Based on the issues at ResilientHealth Hospital, help Dr. Turner choose a Resource Group to implement and establish a vision using the demographics outline.

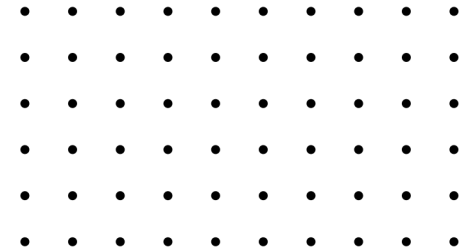




PRACTICAL APPLICATION



DISCUSSION







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