

ERG Progression Model

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LAUNCH

- ERG structure
- Business case
- Mission & Vision
- Leadership roles & responsibilities
- Charter
- ERG application process
- Leadership Model
- Exec. Sponsors selected, onboarded, meetings planned
- Administrative processes in place
- Launch Plan
- Leadership team meetings scheduled



GROW

- Team leaders & members recruiting
- Funding business case
- Apply for funding
- Communicate tools & plan
- Programming tools & plan
- Metrics & data processes
- Regularly reporting



THRIVE

- Metrics aligned to DEI focus
- Multi-year plan & process
- Succession plan
- Expand footprint
- Recruiting, engaging & developing allies
- Act as member coach

