

International ERG Leadership Symposium – 2021 Winter Agenda

Event is hybrid supporting both virtual and onsite attendees.
All times are Central time zone.

Dec 2, 2021 (for on-site attendees)

4:00 - 5:30 pm Pre-event welcome cocktail reception
5:30 – 8:30 pm [Parade of Lights](#) – complimentary shuttle from hotel

Dec 3, 2021 (for all attendees)

8:00 – 8:30 am Networking Café
8:30 – 9:00 am Opening: Remarks & Introductions
9:00 – 10:00 am ERG Case Study Interview: **AMAZON**
10:00 – 10:15 am Networking Café
10:15 - 11:00 am Optimizing Executive Sponsors: *featuring Mark Stephanz, Former Vice Chair of Bank of America, executive sponsor and ally to several groups in and outside the bank*
11:00 am - 12:00 pm Taskforce Tables - Round 1

Each attendee picks & participates in one in the morning and one in the afternoon:

- **Metrics** - What are the critical things ERGs should be measuring and reporting?
- **Allyship** - How do you recruit, train and recognize allies?
- **Executive Sponsors** - What to do when your Executive Sponsor isn't meeting your ERG needs?
- **Intersectionality** - What processes, metrics and expectations should be in place across ERGs?
- **Engagement** - How do you get members more involved in programs and other activities - virtually and in person?
- **Leader Burnout** - How do you recognize and prevent it?
- **Programming** - How do you decide what programming is 'good' for both members and the ERG?
- **Non-Exempt Employees and ERGs** - How to involve hourly employees given organizational policy and member ability to participate?
- **Employee Health and Wellness** - What and how much wellness programming should ERGs offer their members?
- **Expanding Your ERG Footprint** - When and how to expand locally and globally?
- **Managing Your Leadership Team** - How to motivate, measure and mentor your volunteers?
- **Recruiting New Members** - Where and how to invite employees to happily join your ERG?

12:00 – 1:00 pm Lunch & Networking
1:00 – 2:00 pm ERG Taskforce Tables - Round 2
2:00 – 2:45 pm Moving the Diversity Needle Together: What can ELA do for and with you?
2:45 – 3:00 pm Closing remarks
3:00 – 3:30 pm Networking Café

ELA Titanium Sponsor:



ELA Platinum Sponsors:



Mass General Brigham



AMERICAN CONFIDENCE INSTITUTE

ELA Bronze Sponsor:

Yale

Human Resources
Office of Diversity & Inclusion

