



ERG Oversight Roundtable

JULY 22, 2021



Why are we here?

- ELA started Jan 2019, 1st Symposium July 2019
- ERGs are 40 yrs old but....
 - The last 18 mo. activated the need
 - ...but also stalled ERG progression
- Now a requirement to hire, retain – arguably stay in business
- **URGENCY** in stabilizing, formalizing, & optimizing
 - NOT Your Father's CSR
 - Modern Labor Unions in the Making



Agenda

1. What is ELA? - 5 mins
2. ERG Progression Model - 5 mins
3. Who is here today, titles, tenure? - 5 mins
4. Your top ERG Oversight issues/needs? - 5 mins
5. Discussion: Motivating ERG leaders - 15 mins
6. Discussion: Developing ERG Leaders, Sponsors, Allies, & YOU! - 15 mins
7. How can ELA better help you? - 15 mins
8. How can YOU help ELA and other ERGs? - 15 mins
9. Next Steps - 10 mins



What is ELA?

We equip ERG Leaders to confidently run effective employee groups.

- **Free events** – Taskforce Tables, Masterclasses, Showcase ERGs
- **Bootcamps** – private and open enrollment – Launch, Grow & Thrive
- **Certification** – emerging, intermediate, expert
- **ELA Online** – 24 x 7 resources and connections
- **Coaching** – 1x1 and small groups
- **Symposia** – hybrid events, winter & spring – next Dec 3!
- **Research** – ERG Trends, Workforce Emotional Listening, etc.
- **Data Collection** – Survey as a Service, ERG Oversight, ERG Software, etc.
- **Sponsorships** – AARP, Amazon, your org?
- **eClasses** – coming in Q4
- **Executive Sponsor Roundtable** – Dec. 2



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



Who's here?

Penn Foster
National Credit Union Administration
IHG
COTA
Yale University
EMC Insurance Companies
RMWB
Workhuman
Vistaprint
Mass General Brigham
HSBC
Spectrum Health
Amazon
CenterPoint Energy
Safety National Casualty Corporation
Dexcom
CVS Health
Yelp

The Wall Street Journal
JetBlue Airways
VisitDallas
Adient
Northwestern Medicine
Lawrence Berkeley National Lab
Rent-A-Center
U.S. Renal Care
Georgia Tech
Babson College
Hasbro, Inc.
Justworks
WGU
PPD
BancorpSouth
Twitch
ServiceTitan
Northwestern Medicine
DigitalOcean
Genesys

Emory
Clearlink
TCCL
Snap Finance
Lexia Learning
LinkedIn
Canfor
Federal Reserve Bank of Dallas
Asana
McDonald's Corp
CDW
Washington County
Mr. Cooper
Teva Pharmaceuticals
Salk Institute
Lockheed Martin
Society for Diversity
The City of Dallas
Latch
Inclusive Space
American Confidence Institute



Your titles

Administrative Assistant
 Belonging and Inclusion PM
 Chief Experience & Diversity Officer
 CLO
 CRG Program Advisor
 D&I Consultant
 D&I Manager
 DEI Intern
 DEI Program Manager
 Director of Diversity, Equity and Inclusion
 Director, Global Revenue Strategy
 Director, Learning & Leadership / Inclusion & Diversity Lead
 Director, Organizational Culture & Effectiveness
 Diversity & EEO Administrator
 Diversity & Inclusion Specialist
 Diversity & Inclusion Program Manager
 Diversity Program Coordinator
 Diversity, Equity, and Inclusion Consultant
 Education Content Specialist, ERG Liaison
 EEO Specialist
 Employer Brand Strategist | L&D Specialist
 EBN (employee business networks) Supervisor
 Equity and Training Manager

ERG Chair
 Executive Director
 Global Program Manager, ERGs
 HR Professional
 HR Project Specialist
 Inclusion Manager
 Manager, Engagement, Inclusion, and Community
 Program Manager
 Program Manager, Corporate Social Responsibility
 Program Manager, ERGs and Culture
 Program Manager, Inclusion
 Senior Manager D&I
 Senior Manager-Strategic Relationships and Consulting
 Senior Manager, Internal Controls
 Senior Product Manager
 Sr Employee Inclusion Leader
 Sr. DE&I Program Specialist
 Sr. Manager, Employer Brand and Employee Community
 Sr Manager Global Diversity & Inclusion
 Sr. Specialist
 Staff Diversity Inclusion and Engagement Coordinator
 Talent Program Specialist
 Vice President
 VP, People & Culture



Time in role

Under 6 months: 42%

7 months - 1 year: 13%

1-2 years: 15%

3-5 years: 22%

6+ years: 8%

Full-time: 76% Part-time: 23%

N = 60



Your top issues

- ERG Leader Compensation/Recognition/Engagement
- Training & Development for: ERG Leaders, Executive Sponsors, Allies, + others
- Executive Leadership Buy-in/Support
- Reporting/Metrics
- Budgeting & Intersectionality
- Programming - especially remote & including non-exempt employees
- Governance, Naming, Application Processes
- ERG Leadership Succession Planning
- Membership Communication & Engagement
- Executive Sponsor & Ally Management



Motivating ERG Leaders

Does anyone currently pay ERG Leaders?

- If yes, how long have you been paying?
- Has it helped? How do you know?

Is anyone considering paying ERG Leaders?

Does anyone measure ERG Leader engagement?

- If yes, how?

Does anyone have a formal ERG Leadership recognition program?

- If yes, what type?
- Has it helped? How do you know?

Does anyone have an Executive Sponsor recognition program?

Does anyone have an Ally recognition program?



Training & Development

Does anyone have a formal ERG Leadership training program?

- If yes, is it internally managed and developed?
- Is it required for all ERG leaders before or during their tenure?
- What does it include and how long is it?
- Do you offer ongoing training for ERG Leaders?

Does anyone have a formal Executive Sponsor training program?

- If yes, is it internally managed and developed?
- Is it required for all Executive Sponsors before or during their tenure?
- What does it include and how long is it?
- Do you offer ongoing training for Executive Sponsors?

Does anyone have a formal Ally training program?

- If yes, is it internally managed and developed?
- Is it required for all Allies before or during their tenure?
- What does it include and how long is it?
- Do you offer ongoing training for Allies?



How Can ELA Better Support You?

Oversight-specific:

- Bootcamps?
- Roundtables?
- Symposia tracks?
- Small group coaching/masterminds?

What type of training, coaching and/or events for:

- ERG Leaders
- Executive Sponsors
- Allies



How YOU Can Help Other ERGs

- Like, share, comment on ELA social posts
- Share ELA emails with other DEI champions
- Recommend other potential ERG members and partners to ELA - and vice versa
- Have us speak at your HR/DEI/ERG events
- Be one of our Showcase ERGs
- Have us train/coach your ERG leaders, Executive Sponsors, Allies
- Become a sponsor

