

ERG Oversight Roundtable

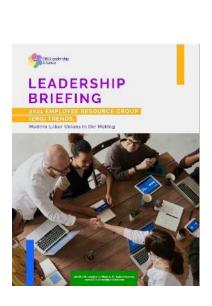
JULY 22, 2021





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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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

