

In June 2021, employees were asked for feedback about Employee Resource Groups (ERGs) as Emory is considering a structure for making ERGs more widely available to faculty and staff. These voluntary, employee-led groups work to foster a diverse, inclusive workplace, and unite people with a shared value or characteristic, whether it's gender, sexual orientation, ethnicity, religious affiliation, lifestyle, or interest. Allies may also join these groups to support their colleagues. Opportunities for collaboration across ERG groups is also a common practice to build unity.

1,001 total responses

(staff =743, faculty=222, post-doc/resident/other=17, did not answer=19)

The groups “most needed” at Emory

(employees selected up to 3):

1. African American/Black Employees
2. Women @ Emory
3. LGBTQ+
4. Young Professionals
5. Caregivers / Employees w/Disabilities (tie)

Other groups suggested most often: Parents, Aspiring Allies, Aging Professionals/Nearing Retirement, Religious/faith-based

Most desired areas of focus for these groups:

- #1 Professional Development & Mentoring
- #2 Mutual Support
- #3 Increasing Awareness of Activities/Initiatives Across Emory

What would employees like to see as an outcome of being active in this type of group?

Networking/Professional Development: “sharing resources and tips for career advancement”, “networking and mentorship”, “pipelines built for progression in careers”

Community: “meeting new people at Emory”, “increased sense of belonging”, “better connections among the silos within the university”, “shared sense of community”

DEI Awareness/Education: “a greater understanding of issues and how I can be an ally or an advocate”, “increased awareness of each groups contributions and the things that are stopping them from contributing”, “improving the culture of Emory with more inclusiveness and awareness”,

Change: “real influence on policies”, “systemic changes and programs that are funded by Emory to support actions that directly have an impact”, “advocacy realized in the form of action taken by Emory University”

Thank you for your feedback!

Additional communications about ERGs at Emory coming Fall 2021