



Employee Resource Groups: Co-Chair Info Session

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- **Overview of Employee Resource Groups**
- **Emory's Pilot Groups**
- **New ERGs for 2023**
- **Co-Chair Role & Responsibilities**
- **Application Process**
- **Q&A**

Overview of Employee Resource Groups

- Voluntary, employee-led groups
- Work to foster a diverse, inclusive workplace, and unite people with a shared value or characteristic.
- Allies may also join these groups.
- ERGs provide benefits to the individual employee (personally and professionally) as well as to the organization.

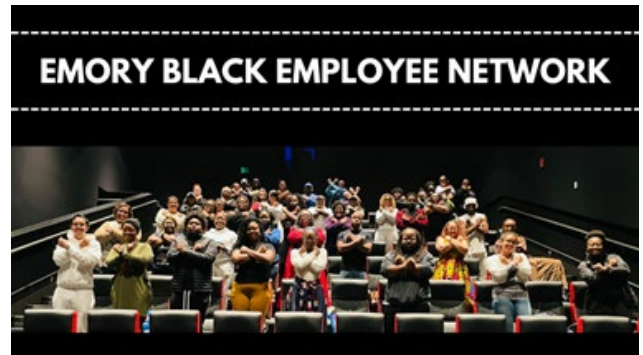




- Working Group was established in summer 2021 to look at the potential of ERGs at Emory.
- Working group completed an employee survey, benchmarking and best practices review.
- Based on findings, Emory Pride Employee Network (EPEN) and Emory Black Employee Network (EBEN) were launched in early 2022.

The two pilot groups have been focused primarily on:

- Social/Community Building
- Professional Development/Mentoring
- Increasing Awareness of DEI concepts and Resources



- Survey of current ERG members
 - **98.7%** of respondents feel it is somewhat or very important for Emory to offer ERGs in the workplace
 - **86.1%** of respondents feel more connected to Emory as a result of participation in a current ERG
 - **97.6%** said they would recommend Emory's ERGs to a colleague.



- Based on success and learnings from pilot groups, Emory will be launching four new University-wide groups for faculty & staff in 2023.
 - Latinx/Hispanic employees, Asian American/Pacific Islander employees, Veteran employees, and Employees with Disabilities
- Groups will be led by co-chairs and may have sub-committees
 - Co-chairs will be appointed in January 2023
- Each ERG will have an executive sponsor

Co-Chair Role & Responsibilities

- Two employees will share the primary responsibility for the ERG as co-chairs.
- Co-chairs will provide thought leadership and direction to achieve ERG's short-term and long-term goals and keep the group functioning productively.
- The Co-chair position will be a two-year commitment (through December 2024).
- Co-chairs will need current supervisor's support and approval.

- Participate in weekly meetings with the HR ERG Coordinator and Co-chairs of other ERGs.
- Attend quarterly trainings on topics related to DEI, facilitation skills, general leadership skills, project/event management, etc. (30 min-1.5 hours depending on topic)
- Meet a minimum of quarterly with their Executive Sponsor.
- Oversee ERG sub-committees, meeting with committee leads at least monthly.
- Complete administrative tasks (develop annual goals and plan, manage ERG budget, maintain membership records).
- Set agendas and lead regular ERG meetings. Assist with coordinating special events, activities and educational opportunities, and arrange guest speakers as appropriate.

Each group will develop:

- A purpose or vision statement and set of core values.
- A set of strategic goals specific to their group's needs.

Participation:

- ERGs will have a minimum of 25 active members on the roster (active= attended at least 1 activity in past year)
- A minimum of 60% attendance at each meeting/event/activity

Member Satisfaction:

- 90% would recommend to a colleague
- 85% satisfied with the resources/programs/activities offered by ERG
- 65% report feeling more connected to Emory as a result of participation

- ✓ Application
 - About you; skills & previous experience; vision for ERG
- ✓ Supervisor Support
 - Your supervisor will be contacted via email to confirm their support
- ✓ Interview w/Oversight committee members
- ✓ Selection

- Complete co-chair application by **Friday, January 13, 2023**.
- Send completed application to melissa.morgan@emory.edu

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