Employee Resource Groups: Co-Chair Info Session

Melissa Morgan
Manager, Recognition & Engagement
Agenda

• 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.
Emory’s Pilot Groups

• Working Group was established in summer 2021 to look at the potential of ERGs at Emory.

• Working group completed and 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.
Overview of New ERGs

• 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.
Co-Chair Role & Responsibilities

• 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 Process

✓ 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
Next Steps

• Complete co-chair application by Friday, January 13, 2023.

• Send completed application to melissa.morgan@emory.edu
Melissa Morgan
Senior Manager, Recognition & Engagement
404-727-7243
melissa.morgan@emory.edu