

the clear company

Employee Resource Groups

Mini guide series 2021



What are they and what can organisations do?

Employee Resource Groups (ERGs) are defined as employee-led, corporate-supported groups that are organised primarily around a defined diversity or special characteristics - such as race, ethnicity, gender, sexual orientation, disability status or generational differences.

They provide an opportunity to:

- Promote diverse voices
- Provide an open forum for the exchange of ideas and aspirations
- Amplify different stories and points of view
- Promote cultural change
- Highlight important topics
- Improve internal communications

How should ERGs be set up and led?

Each ERG should have:

- A chair and Executive Sponsor - create the role profile for the Chair role of the ERGs and advertise openly for these positions
- A business case, set of deliverables and measures of success - ERGs will represent the views and interests of all employees and contribute to the broader corporate strategy
- Activity ownership, timelines and budgets – to ensure the ERG strategy is moving forwards, in parallel with day-to-day work deliverables
- Regular meetings with sub network D&I ambassadors – to ensure the ERG strategy and initiatives are aligned to other ERGs, other localities and the broader corporate strategy

Top tips:

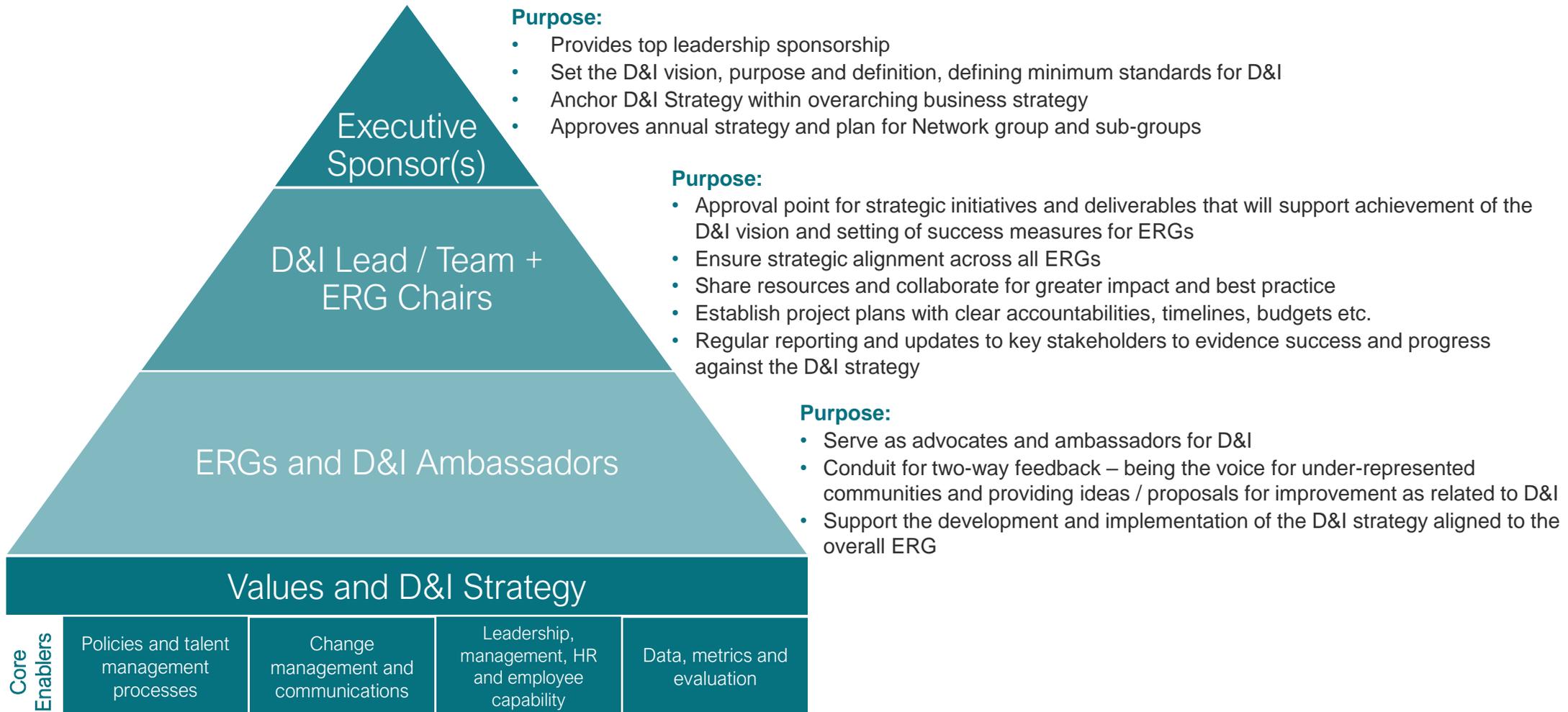
Plan Ahead – consider developing 3,6,12 month plans that focus on contributing to the culture of the organisation and improve visibility of the network. Allow time for ERG leaders and members to undertake their duties – within normal working hours.

Visibility – provide a safe space where everyone can share experiences and affect and change policies. This helps to keep momentum and get more people involved.

Shared Experience – sharing experience and learning across all ERG's facilitates an intersectional approach improving the experience of diverse talent and removing adverse impact. Have broad membership criteria encouraging people that share in the group's defining characteristic and allies

A Clear Purpose – ERGs are not responsible for delivering the D&I strategy, although they add much value as a critical friend. As with any other strategy, the business leaders are ultimately accountable for it, supported by the ERGs.

Governance – an overview



the clear company

The Clear Company have been working to bring about positive change for 18 years and are recognised as global leaders of inclusive talent management insight, training and technology. Established in 2003 clients such as Lloyd's of London, Highways England, Ofcom, The Civil Service, Co-op and PageGroup have taken significant steps on their inclusion journey, becoming leaders in their sectors around hiring and ongoing talent management.

Follow us on our social

 /TheClearCompany

 @theClearCo

 The Clear Company

 the_clearco