

GOALS OF EMPLOYEE RESOURCE GROUPS

ERGs: THE ARGUMENT FOR EXECUTIVE BUY-IN

The benefits provided by Employee Resource Groups (ERGs) are easy to enumerate and illustrate why ERGs have become ubiquitous in today's most successful companies. For DOL, ERGs represent the next logical step in our commitment to creating a more inclusive, more diverse workforce. For executive staff who are considering implementing ERGs in the workplace, it must be noted that the full potential of these groups cannot be reached without full executive buy-in. Regardless of staff enthusiasm, an ERG must have executive/management teams who are fully involved in promotion and in encouraging employee participation.

THE VALUE OF ERGs

ERGs are great tools for fostering inclusion for employees from underrepresented communities, but they can be so much more. At its best, an ERG provides as much a benefit to the organization as it does the employees. Here are some business benefits provided by Employee Resource Groups:

HIRING

- ERGs make new hires more comfortable during the onboarding process.
- HR departments and recruiting teams can work with ERGs to further diversify recruitment efforts.
- ERGs can be great tools for recruiting diverse talent that your company would normally not have access to.
- Members can represent the organization at diverse recruitment events and provide inside perspective on what minority candidates can expect from working in an organization.
- ERGs can support retention because employees are likely to stay with the company longer if they have built or are part of a strong community within the company.

STRENGTH OF DIVERSITY IN THE WORKPLACE

- A more diverse workplace leads to an increase in ideas and perspectives.
- ERGs can act as informal, in-house focus groups
- ERGs are an effective resource when reaching out to communities in genuine, informed ways.
- ERGs provide a resource for leadership and decision-makers regarding staff/community issues, needs and policies.
- ERGs offer the company their expertise and experiences to improve equality and equity.
- They can also be an asset in business decisions to make better, more inclusive products and services.

PROFESSIONAL DEVELOPMENT

- ERGs support learning and development by offering formal and informal leadership opportunities and by creating visibility for employees who are active.
- ERGs empower employees by giving each group a collective voice to speak with decision-makers and management.
- Groups are also empowered to assemble and voice concerns as a community.
- Employees that participate in ERGs are typically more productive than those who do not.