

Guide to Employee Resource Groups for Diversity and Inclusion

Employee resource groups (ERGs) are voluntary, employee-led groups that play an important role in promoting diversity, equity, and inclusion within an organisation. These groups provide a platform for employees with shared experiences or interests, such as veterans or LGBTQI+ employees, to come together, support one another, and drive positive change.

This guide is to help you establish and maintain effective ERGs with a clear goal of fostering diversity and inclusion (D&I) within your organisation.

What is the point of ERGs?

Employee resource groups (ERGs) are used in organisations for several important reasons, and they have many benefits. ERGs are put in place to:

- **Foster community:** ERGs create a sense of belonging for employees with shared experiences or interests. This is especially valuable for people who may feel isolated or underrepresented in the workplace.
- **Promote diversity and inclusion:** ERGs play a pivotal role in advancing D&I efforts within organisations by providing a platform for employees to actively contribute to D&I initiatives.
- **Provide support:** ERGs serve as support networks where employees facing similar challenges can connect and support each other.
- **Enable professional development:** Many ERGs offer opportunities for skills development, mentorship, and leadership training.
- **Drive organisational change:** ERGs advocate for positive changes within organisations, pushing for policies, practices, and a workplace culture that embraces D&I.
- **Attract and retain talent:** Companies with active ERGs show a commitment to inclusivity, which can be attractive to diverse talent and help recruitment and retention efforts.

- **Improve cultural competency:** ERGs promote cross-cultural awareness and understanding among employees, fostering a more inclusive and culturally competent workforce.
- **Celebrate diversity:** ERGs organise events and activities that celebrate diversity, cultural heritage, and awareness dates, contributing to a positive and vibrant workplace culture.
- **Leverage diverse perspectives:** ERGs bring together people with diverse viewpoints, which can lead to more innovative solutions and better decision-making.
- **Build community engagement:** ERGs often engage with external communities, building positive relationships and enhancing the organisation's reputation in those communities.
- **Improve employee well-being:** ERGs contribute to employees' overall well-being by providing a supportive environment and addressing issues that matter to them.
- **Measure impacts:** ERGs set clear goals and key performance indicators, allowing organisations to measure their D&I progress more effectively.