



Building Employee Resource Groups



As part of your Diversity & Inclusion strategy



Introduction

Working in D&I can be lonely and progress can be slow. There is a lot to do in this space, and we know there is a lot to learn.

Here at [The Culture Ministry](#) we support and develop people wanting to move into D&I roles and those already there. We provide consulting expertise, a library of resources, one-on-one coaching, key webinars and events with D&I thought leaders as well as dedicated development in competencies we know D&I people need to be successful.

We know that Diversity & Inclusion roles can be tough. According to [The Culture Ministry's 2023 APAC Diversity & Inclusion Salary and Market Survey](#):

- There is so much work to do in organisations, and not enough focus,
- D&I teams are small and under resourced,
- Leadership support is inconsistent, and
- Data and research to support Diversity & Inclusion work is mainly US based, making it hard to demonstrate what's needed in other parts of the world

Our offering on Employee Resource Groups is one of the ways we support organisations and their Diversity & Inclusion leaders

Please [get in touch](#) should you like to know more about how you can work with us.



About Me



Hello! I'm Lisa Mulligan.

I'm the Founder and Director of The Culture Ministry, a pragmatic and experienced consultancy and membership network offering Diversity & Inclusion support and development provided by experienced people who have actually delivered Diversity & Inclusion work within organisations.

I have over 20 year's experience in global organisations focusing on human resources, organisational change and development, and Diversity & Inclusion. I have worked with leaders to devise Diversity & Inclusion strategy, goals and supporting actions, implemented inclusion initiatives and have credible experience in Diversity & Inclusion governance reporting, preparation of board papers and providing market research for boards and executive teams.

I have undergraduate qualifications in Applied Science and Business, and a Masters in Organisational Coaching from Sydney University.

I host the popular podcast 'A Dog Called Diversity', a place to tell people's stories of being a bit different in the world to build understanding and kindness. The podcast explores disability, mental health, racism, LGBTIQ+ issues, gender stereotypes and many other topics that relate to Diversity & Inclusion.

Lisa Mulligan



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01

Employee resource groups (ERG) overview



Employee Resource Groups (ERG's) are internal communities of employees who have shared identities and interests.

It's common for organisations to have groups that represent women, the LGBTIQ+ community, indigenous employees and underrepresented ethnicities, people with disabilities and so on.

When effective, ERGs are one of the key ways of supporting diversity and creating inclusion within organisations. Their benefits include:

- Empowering underrepresented employees
- Improving attraction and retention of underrepresented groups
- Increase representation of diverse talent
- Driving engagement and building community
- Support diversity and inclusion strategies, and
- Contributing to overall business goals (McKinsey & Co, Nayani, F 2022)

The Culture Ministry has a number of offerings, including workshops and coaching to help organisations establish and support Employee Resource Groups to be effective and successful.

All work is tailored to where your organisation is at, and what you need to be successful.

02 Understanding ERG's



This is a general overview workshop designed for organisations starting their diversity & Inclusion work and who would like to understand how these groups can be an effective part of their diversity & Inclusion strategy.

Organisations may have no ERG's yet, and are curious about how they could work, or may have a small number of groups at an infancy level.

Content

- What are Employee Resource Groups?
- How do they support diversity, equity and inclusion within organisations
- Typical identity areas to establish Employee Resource Groups
- Advantages and disadvantages for your people and your organisation
- Structure and maturity models of ERG's including typical activities for ERG's at different stages of maturity
- Resources required to be successful (including time and budget)

Audience

As this is a general introductory workshop the participants could be:

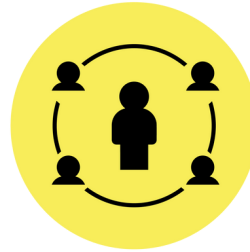
- Senior leaders/executive teams
- Heads of Human Resources and their team
- Diversity & Inclusion leaders
- Passionate employees who would like to create ERG's



Format 1.5 hours online or in person: USD 4,500

03

Establishing ERG's



This workshop is helping you work out what makes the most sense for your organisation. How many ERG's do you need? Should you start small with just 1 or 2? Or is there enough employee support to create more? How will you connect the ERG's you have with your people and business strategy and Diversity & Inclusion work?

Content

- Understanding your organisations engagement and diversity & Inclusion challenges
- Understanding where you want to focus your diversity & Inclusion work
- Working out how employee resource groups could form part of your Diversity & Inclusion work
- Establishing the areas you will like to create or strengthen employee resources groups

Audience

- Heads of Human Resources and their team
- Diversity & Inclusion leaders
- Passionate employees from underrepresented groups

Format: workshop/focus group 2-3 hours depending on needs. From USD 5,500

04

Setting up ERG's for success



Employee Resource Groups are made up of passionate volunteers who want to do good, but also need structures, support and guidance to be set up for success.

This offering is all about doing this, and will be tailored to your organisations unique needs.

Content

- Defining why the group exists - the mission and vision
- Defining roles and responsibilities within the ERG - leadership and committee roles.
- Setting up basic governance and structures including executive sponsors, how new leaders will be selected, meeting times and agenda items
- Understanding maturity models and where the ERG is now and where they want to head over time.
- Creating a business plan and setting up measures of success and review

Audience

- Human resources and Diversity & Inclusion leaders
- Leaders and members of current or planned employee resources groups

Format: Single or multiple workshops as defined by need. For example this workshop could be run to establish how all ERG's within the organisation will function and then separate workshops for each ERG to get them up and running.

05

Setting up ERG leaders for success

Being an ERG leader can be more challenging than leading a team within an organisation. ERG leaders are often passionate volunteers leading other passionate volunteers on top of their day job.

How do you create accountability? How do you make progress? How do you carve out time to be effective. This offering specifically targets the challenges ERG leaders experience.

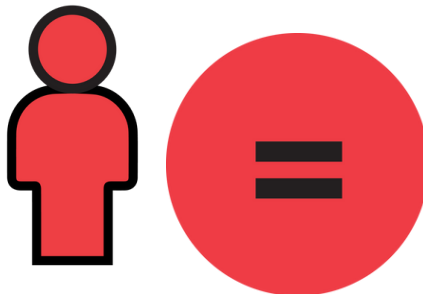
Content

- What are the advantages and challenges of leading an ERG?
- What does leadership look like in an ERG?
- How can you influence others and get things done
- How do you build respect and followers?

Audience

- Potential and current ERG leaders

Format: Can be designed as a single workshop (online or in person) or as a series of workshops to support ERG leaders over a period of time



05

Setting up ERG leaders for success

Executive sponsors are a highly effective part of the structure of ERG's as advocates for ERG activities and work within the wider organisation.

This offering creates a safe space for senior leaders to be part of delivering your Diversity & Inclusion strategy by learning about the different identities in your organisation, and their lived experience, as Executive sponsors of your ERGS.

Content

- Why ERGs are an important and effective part of your diversity & Inclusion strategy
- Structure of ERGs and the role and responsibilities of Executive sponsors
- How Executive sponsors can support their ERG and make an impact
- What advocating and influencing can look like for Executive sponsors in the wider organisation.

Audience

- ERG executive sponsors (generally senior leaders within your organisation)

Format: One hour workshop online or in person USD 3,500



06

Coaching for ERGs

We all get stuck sometimes and leaders of ERG's are no exception.

Coaching is a goal directed action orientated conversation that helps get people moving in the right direction.

The Culture Ministry offers single coaching session or a series of sessions to support ERG leaders to deliver their plan and contribute to your Diversity & Inclusion strategy.

Coaching sessions are delivered online through Zoom or Teams or in person. Investment depends on mode of delivery.

We also offer facilitated sessions to help ERG's clarify their purpose and create meaningful actions.

From USD 500 per session for coaching. For facilitated sessions **Get in contact to learn more** - lisa.mulligan@thecultureministry.com



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Get in touch



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The Culture Ministry

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