

Faith Based ERGs: A Range of Approaches

Religion-Specific ERG: Specific to one denomination. Can be a good starting point for grass-roots requests from employees. Consideration: if employees of any religious/spiritual tradition complete their charter and meet requirements, all religious/spiritual groups could be allowed to form.

Interfaith / Multi-faith ERG: A group in which no one faith is endorsed. Focused on building education between employees of different faiths and non-faiths. Activities include being reflective and responsive to all religious/spiritual groups. Opportunities for raising awareness to groups/practices within the workforce and broader communities with which the company has relationships.

Interfaith Network: An umbrella group in which religion-specific ERGs operate as a network and sponsor activities to promote conversation and awareness across all the faith traditions represented by the individual groups. Good for companies who already sponsor religion-specific groups, looking to expand or make a transition.

**Affinity groups = informal, do not receive funding. Can still offer value