

Getting Started: Do's and Don'ts

DO

- Establish an executive sponsor for the ERG
- Create guidelines for ERG participation and activities (rooted in the business case)
- Ensure that the ERG is open to employees of all faiths and none
- Assemble a diverse leadership team
- Spread the word about the ERG to generate interest and let colleagues know that it is open to all employees
- Set up a system for measuring the ERG's impact
- Vet potential outside partner organizations to ensure that their missions are in line with the company's Diversity & Inclusion mission and policies
- Apply the same guidelines to all requests for a religion-specific ERG, even if the religion asking to form the ERG is less familiar

DON'T

- Form an ERG in opposition to another ERG, a colleague, or a particular belief
- Engage in activities that may be considered inappropriate religious expression
- Require or pressure any employees to join the ERG
- Violate any company policies
- Allow one religion-specific employee resource group (i.e. Christian) to form but deny another religion-specific employee resource group (i.e. Wiccan) the right to form