

Employee Resource Groups

Secret Weapon in Driving an Equality Culture



Three Discussion Items for Today

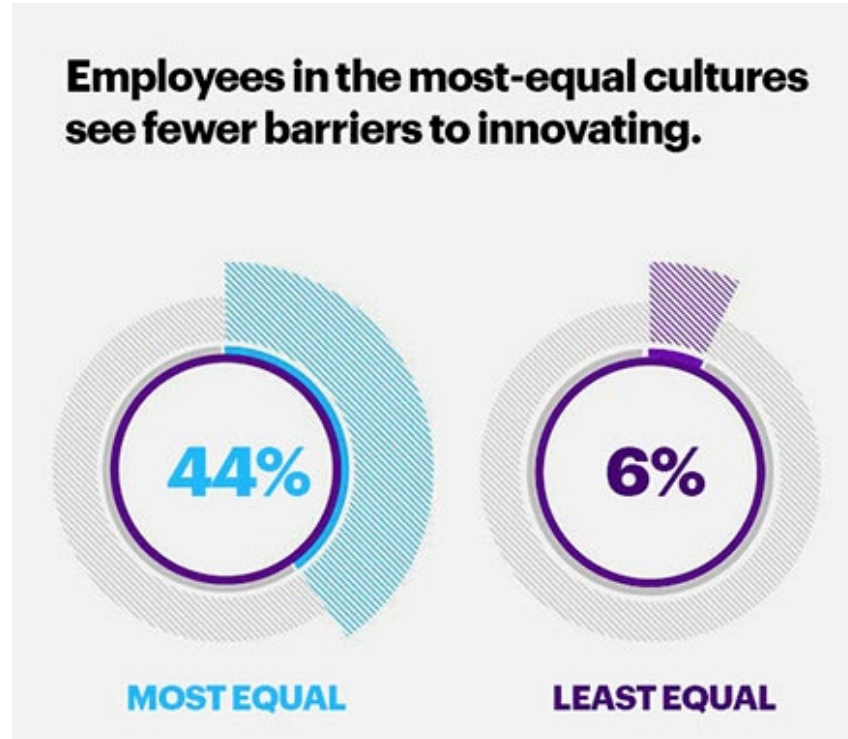
- ERGs are successful
- How are they successful?
- ERGs: the backbone of equality cultures





Accenture study released March 2019

“A culture of equality boosts an innovation mindset”



**Diversity is a Critical Building Block,
But Equality is a Multiplier**

CEO of Salesforce on Equality

Marc Benioff doesn't believe you can be a decent CEO in 2018 if you're not committed to paying women and men equally.

in f 



By Marcel Schwantes *Founder and Chief Human Officer, Leadership From the Core*  [@MarcelSchwantes](#)

“Under Benioff's progressive leadership, Salesforce has become a strong equality advocate for its own workforce and in the communities it serves -- whether it is gender, LGBTQ, racial, national origin, or religious equality.”

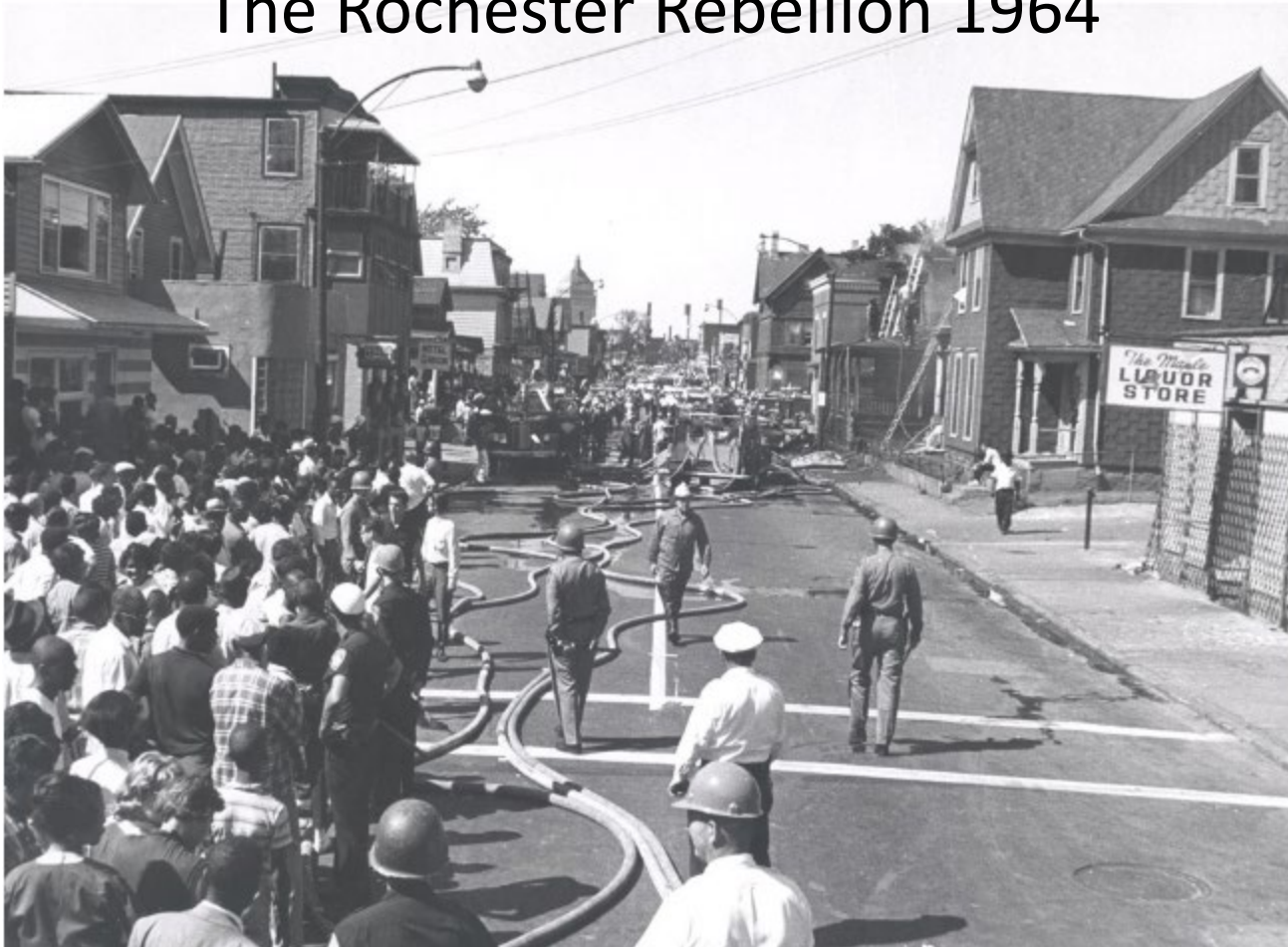
Equality in what at work?

Beyond pay equity

ERGs have answers

Origins: Black Caucus at Xerox

The Rochester Rebellion 1964



Estimate 90% of Fortune 500 companies have ERGs

ERGs: Under the Radar and Understudied

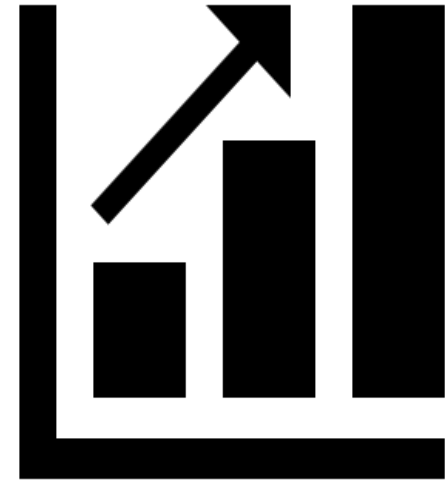
We wanted that to change

2012 First ERG Leadership Summit
Data-Driven Learning Program



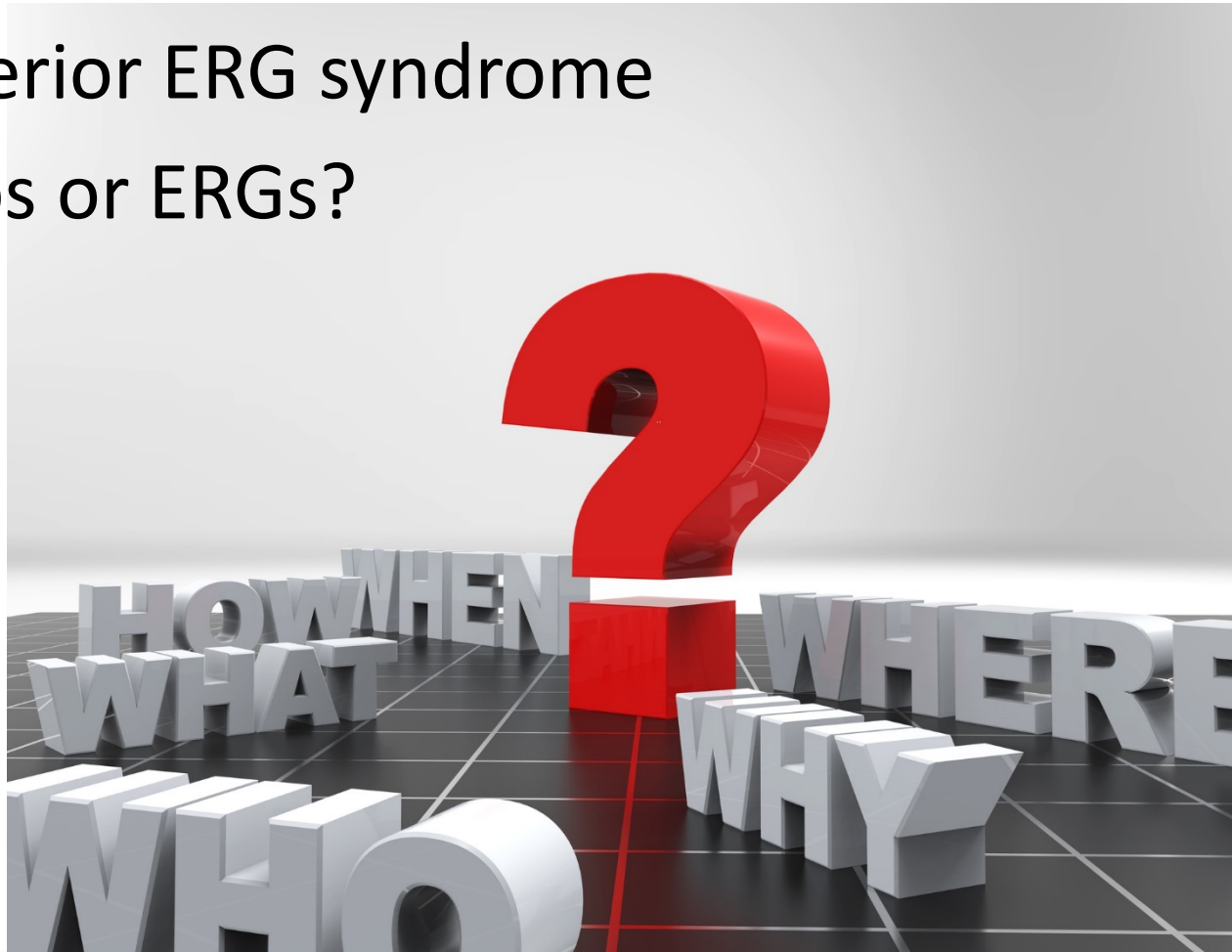
Some of our Findings

- ERG members – energized, engaged and involved
- *ERGs build confidence; develop leaders*
- Confidence drives innovation in ERGs
- *Members take innovation skills to the job*
- ERG sponsors and reflective learning
- *ERG movement can grow quickly*
- Only negative, people not in ERGs



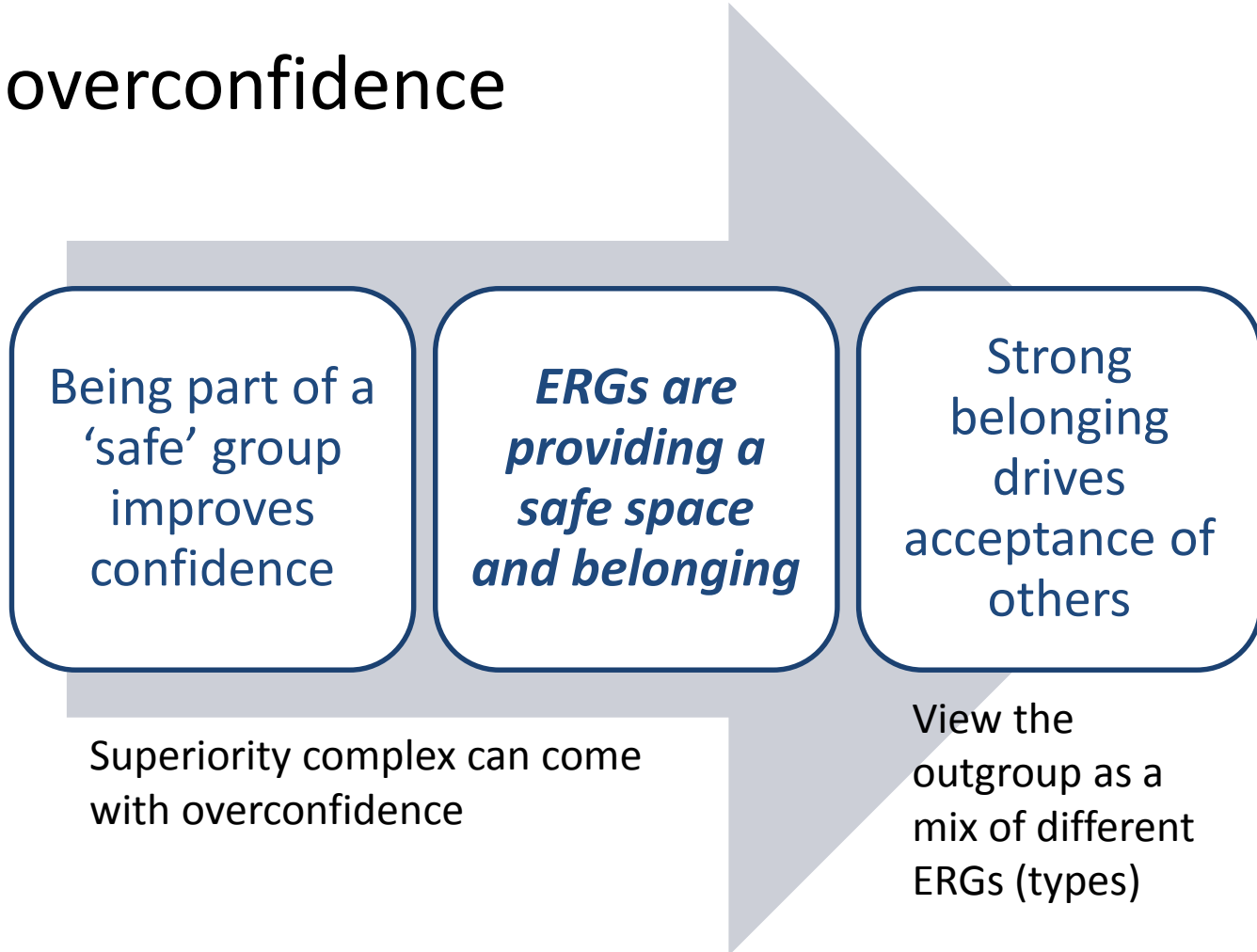
Why are they successful?

- Each ERG is the opposite of inclusive
- Superior ERG syndrome
- Clubs or ERGs?



Developing Hypotheses

Confidence from Inclusion
But not overconfidence



The Beauty of ERGs

Where tops down meets bottoms up



ERGs as the backbone of an equality culture

**You gotta stop
wearing your
wishbone where your
backbone ought to
be.**

quotesforbros.com

— Elizabeth Gilbert

Discussion Questions Ideas for Next Steps