



You Spoke and We Listened

Come join us in supporting a more inclusive, equitable, respectful and understanding environment across all campuses and locations at CMU by becoming a member of one of the pilot Employee Resource Groups:

1. Black Faculty and Staff Alliance*
2. Veterans Alliance*
3. LGBTQ+ Faculty and Staff Alliance*

* Names are just temporary placeholders, the members will determine the name.

The mission of the Employee Resource Groups (ERG) is to promote diversity, equity and inclusion as a strategic tool to encourage cultural awareness and community engagement within Carnegie Mellon University. The ERGs will act as spaces that influence a non-bias culture and encourage inclusive collaboration, equity and awareness, while understanding the thoughts and ideas of the various racial, ethnic and generational members of campus.

Additional information about the ERGs:

- An employee support system providing awareness, personal growth, information and idea sharing
- Open to everyone, not just those who are represented by the ERG or self-identify
- A place for individuals to speak openly without judgement
- Supported, promoted and mentored by a Senior Advisory Committee made up of academic and administrative executives

If you are interested in becoming a member, please [submit a form](#) so we can ensure that you are made aware of meetings and events.

[Learn more about the Employee Resource Groups at CMU](#) or contact [Jennifer Pablonis](#) if you have a specific question.