

What guidelines should all ERGs follow at CMU?

- ERGs promote inclusivity, diversity and openness.
- ERG activities should promote awareness opportunities.
- ERGs are open to everyone, not just those that are represented by the ERG or self-identify.
- ERGs should be a safe place for individuals to speak openly without judgement.
- ERG participation is voluntary.
- Members of ERGs are encouraged to participate in DEI training and bias awareness.
- ERG's goals should be aligned with CMU's culture, values and policies.
- All members are respectful of one another and their various viewpoints.
- Personal information shared should remain within the confines of the ERG virtual walls.
- All members work together towards positive outcomes and recommendations.
- All members work together to yield inclusive, collaborative and respectful conversations.