



Carnegie Mellon University

# Employee Resource Groups (ERGs)

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# Agenda

- What are Employee Resource Groups
- Why have Employee Resource Groups
- Which Employee Resource Groups are available
- Structure of Employee Resource Groups
- Guidelines of Employee Resource Groups

## What is an ERG at CMU?

- Groups of historically underrepresented individuals united by commonalities to meet and support each other while fostering a greater understanding of different perspectives and backgrounds within an inclusive and respectful structured framework.
- To be formally recognized, an ERG's goals must align with the objectives, values and culture of CMU through self-identifying its purpose and its goals through the application process.
- Individual membership in ERGs is strictly voluntary and open to those who self-identify, as well as allies who support diversity, equity, and inclusion.
- Act as a conduit for outreach efforts for local community engagement, collaborations, partnerships and campus initiatives.

Note: ERGs are not special interest groups, such as groups united by a common interest, hobby, or activity

## Why have ERGs at CMU?

- In August 2018, President Jahanian announced the creation of the Task Force on Campus Climate to advise on steps the University can take to support a more inclusive, equitable, respectful and understanding environment across all campuses and locations at CMU.
- The Task Force conducted nearly 75 listening tours, meetings and town halls involving more than 400 community members and subcommittee participants, and received feedback that faculty and staff wanted more focus on diversity, equity and inclusion.
- ERGs benefit individuals by increasing:
  - Employee engagement and the number and variety of ideas and perspectives
  - Professional development and leader cultivation
  - Visibility of these groups in the CMU community
- ERGs benefit the University by:
  - Demonstrating that they care about their employees
  - Recruitment tool

## Which ERGs at CMU?

- Approved Pilot Groups:
  - Black Faculty and Staff Alliance
  - LGBTQIA+ Faculty and Staff Alliance
  - Veterans Alliance
- After the pilot groups are established and the process is refined, additional ERG applications will be considered

# ERG's Structure at CMU

- Mission Statement
  - 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.
- Specific Goals/Focus
  - Support global diversity and inclusion
  - Work as an employee support system providing awareness, personal growth, information, and idea sharing
  - Providing a place for questioning and informative conversations
  - Remain respectful and supportive on all issues discussed
  - Attract diverse employee base
  - Community engagement

## ERG's Structure at CMU (Continued)

- Meeting Frequency
  - Minimum quarterly meetings, more frequently as each group sees fit
- Leadership Structure and Officer Roles
  - Senior Advisory Committee - Made up of executive leaders from both the academic and administrative sides of the University who are tasked with mentoring, guiding, promoting and supporting the ERGs to ensure they are successful and sustainable
  - ERG Advisor (Staff Ombudsperson) - Supporter and advocate for the groups, provides strategic guidance and manages funding requests
  - ERG Co-Leads (2, voted on by group annually)- The leads are responsible for scheduling and leading the meetings, communications, meeting minutes, ensuring the group remains focused on the group's goals and are the primary contact to the Senior Advisory Committee and Ombudsperson
  - Group - Sets the agenda

## 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 self-identify with the ERG
- 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
- Members should ensure that attendance to ERG meetings/events does not interfere with job responsibilities



# Questions