

What are Employee Resource Groups, and Why are They Important?



According to Indeed.com, Employee Resource Groups (ERGs) are "voluntary, employee-led groups that serve traditionally marginalized or underrepresented employees. This differs from affinity groups, which are non-funded and more loosely structured around interests. ERGs act as culture-builders that can provide members with a voice and visibility, create a sense of community and drive change toward a more equitable workplace."

Employee Resource Groups add value to the workplace by:

✓ Attracting talent

✓ Developing employees



✓ Building community



✓ Fostering belonging within the organization



Employee Resource Groups can improve overall workplace culture by providing:

- An open forum for employees who share a common identity to raise awareness about issues, concerns, needs, and support
- An inclusive company culture
- Connection through common causes and interests
- A positive work environment
- Personal and professional growth and development
- Support and resources
- An opportunity to be an active voice for change
- Experiences to give back to the local community



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Additional Resources

- [Why ERG's Matter](#)
- [ERG Guidelines and Best Practices](#)



Examples of Employee Resource Groups

- Women's network
- ERG groups for people of color
- An LGBTQIA+ network
- Veterans' employee resource groups
- Groups for people with disabilities
- A mental health advocacy group
- Latinxs employee resource groups
- A young professionals network