

EXECUTIVE EDUCATION

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Employee Resource Groups, the Power Within!

Presented by:

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Employee Resource Groups (ERGs), the Power within!

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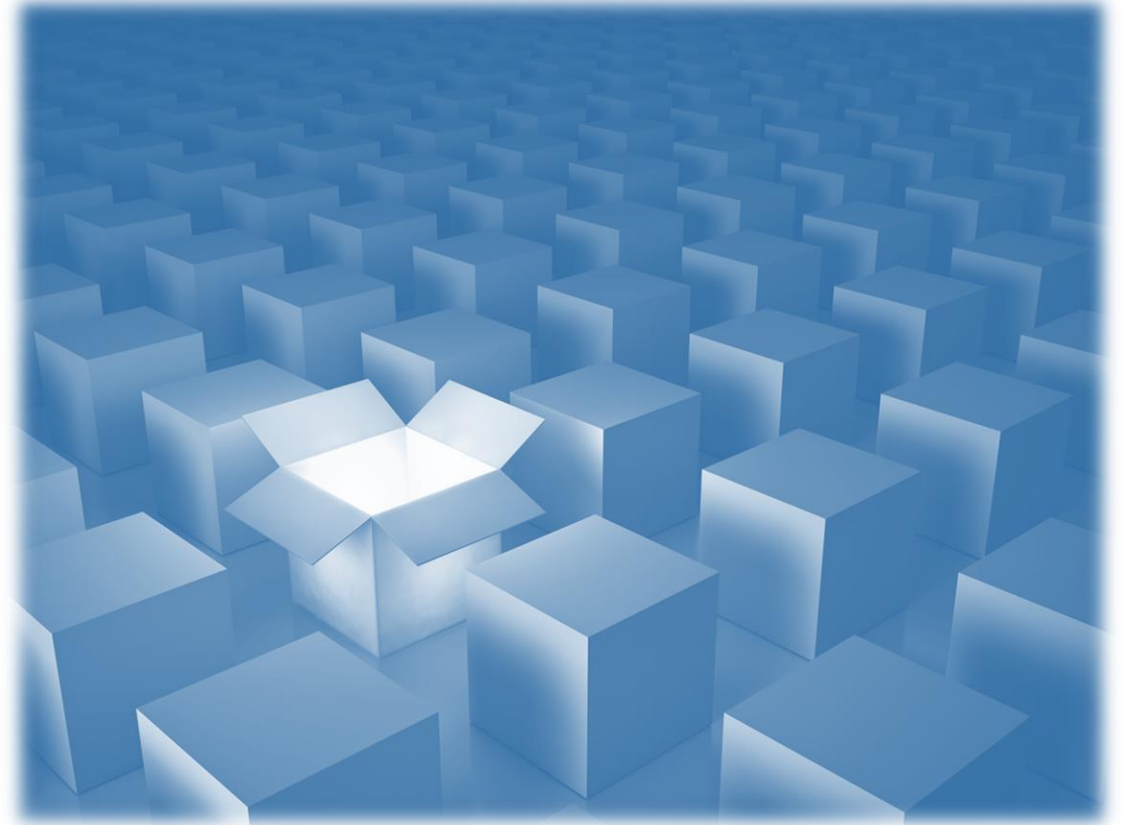
OVERVIEW:

Employee Resource Groups (ERGs) serve as a self-motivated pool for talent within organizations. Exploring the inherent strengths of ERGs, attendees will gain valuable insights into harnessing the collective power of diverse perspectives, fostering inclusivity, and leveraging these groups as a strategic force for talent acquisition, enrichment, and professional growth. Discover how to unlock the power within ERGs and elevate your understanding of their pivotal role in shaping a thriving and diverse workforce.

Employee Resource Groups (ERGs), the Power within!

Today's conversation

- *The Origin of ERGs*
- *Understanding the Strengths*
- *The Collective Power*
- *Unleashing the Potential*



1970

xerox



National Black Employee Caucus

The U.S. invades Cambodia, large anti-war protests occur in the United States.

U.S. President Richard Nixon signs the Voting Rights Act Amendments of 1970, a measure lowering the voting age to 18.

Jimi Hendrix and Janis Joplin both die at age 27

U.S. President Richard Nixon signs the Occupational Safety and Health Act (OSHA) into law.

The Public Broadcasting Service begins broadcasting.

Super Bowl IV: The Kansas City Chiefs beat the heavily favored Minnesota Vikings 23–7.

Paul McCartney announces that The Beatles are breaking up.

The U.S. Foreign Office announces that renewal of arms sales to Pakistan.

The first Earth Day is celebrated in the U.S.

The United States gets its first female generals: Anna Mae Hays and Elizabeth P. Hoisington.

First pride parade in history, Stonewall riot

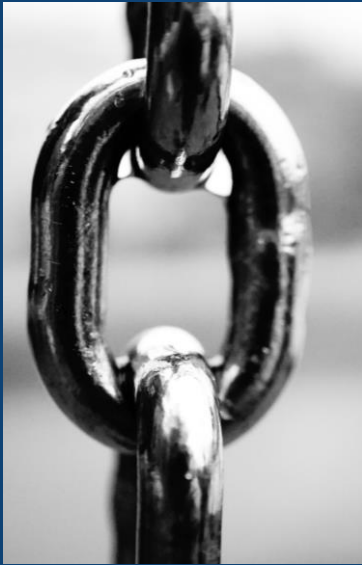
Diana Ross & The Supremes perform their farewell live concert together at the Frontier Hotel in Las Vegas



ERG: a voluntary, employee-led group formed to bring employees together based on a common identity, interest, or purpose.

ERGs... what's inside?

Strength



Power



Potential



Strength



They provide multifaceted contributions:

- *fostering sense of belonging and community*
- *amplifying diverse voices and perspectives*
- *catalysts for development*
- *employee engagement*
- *driving innovation*

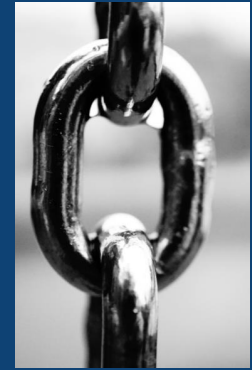
Power



Potential



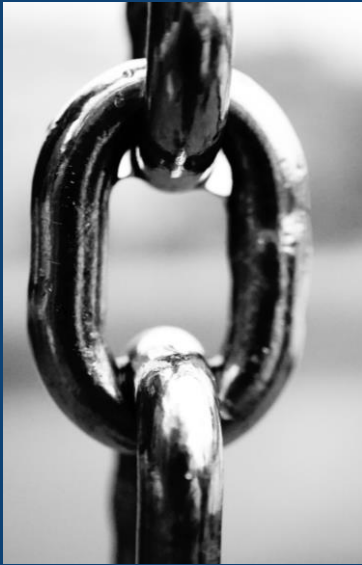
Strength



How to leverage their strengths

1. Attend ERG Meetings: demonstrate support and learn about their objectives and initiatives.
2. Listen Actively: understand the concerns and perspectives shared by ERG members, showing interest and empathy.
3. Seek Guidance: understand how to effectively support and collaborate with ERGs.
4. Promote ERG Activities: share within the organization through internal communications channels to encourage participation and awareness.

Strength



Power



They possess transformative benefits:

- *intentional support and consistent resources*
- *collaboration, inclusivity and teamwork*
- *driving cultural change*
- *enhance strategic initiatives*
- *talent attraction and retention*

Potential



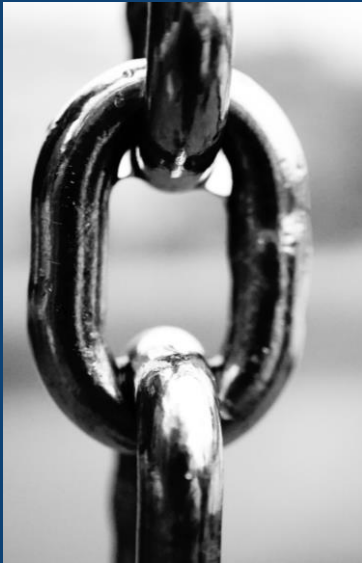
Power



Ways to harness the Power

1. Integrate ERGs in Talent Acquisition:
 - Propose and support initiatives to involve ERGs in the recruitment process.
 - Advocate for inclusive hiring practices that leverage the insights and networks of ERGs.
2. Promote Mentorship and Professional Growth:
 - Engage with ERGs to access mentorship opportunities.
 - Offer mentorship to colleagues, fostering a culture of support and professional development.

Strength



Power



Potential



To effectively leverage the power for the greater good:

- *community outreach and advocacy*
- *culture of mentorship and knowledge-sharing*
- *resources, funding, and professional opportunities*
- *catalysts for positive change within organizations*

Potential



Ways to tap into the Potential

1. Champion ERGs in Your Organization:

- Encourage the establishment or strengthening of ERGs within your academic and professional spaces.***
- Advocate for leadership support to ensure ERGs are integrated into the fabric of your organization.***

2. Participate Actively in ERGs:

- Join or actively participate in ERGs relevant to your background or interests.***
- Embrace the opportunity to contribute your unique perspective and talents to foster a diverse and inclusive environment.***

The Power within!



Spread Awareness and Celebrate DEIB

- 1. Share the knowledge gained from today's session with colleagues, organization leaders and ERG members.*
- 2. Celebrate diversity in all its forms, recognizing the collective strength that emerges from embracing differences.*
- 3. Continue the ERG learning journey for employees and leadership*

Call to Action for leadership



- *How do I promote the role and benefits of ERGs?*
- *How do I actively engaged with one or more ERGs, as identifying member or Ally?*
- *How do I engage with ERGs members within our organization?*
- *What strategies have I implemented to incorporate ERG insights into our organizational decisions?*
- *How do I actively support and champion the initiatives of ERGs within my role?*
- *How have I allocated resources to support ERGs?*

*Contact DePaul Executive Education to learn more about
unlocking the potential of ERGs*

Executive.Education@depaul.edu

ERG LEADERSHIP DEVELOPMENT CERTIFICATE

Key learning objectives

- Leading Effective ERGs
- Creating a Strategic ERG Plan
- Aligning the ERG with the Organization
- Building and Sustaining ERG Teams
- Developing Inclusive Programming



THANK YOU

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