



Best Companies for ERGs

Employer checklist

A practical guide to help employers assess their progress toward meeting *Best Companies for ERGs* criteria.

Overview

Best Companies for ERGs criteria are aligned to key areas that form the foundation of a successful, sustainable, and impactful ERG program.

1

Program support

2

Leadership

3

Governance

4

Inclusive Culture

1 Program support

The ERG program is an integral part of the DEI strategy, with robust and dedicated resources.

Criteria	Complete	In progress	Not met
1. The organization has a formal diversity, equity & inclusion (DEI) strategy in place that includes employee resource groups (ERGs)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. The organization has at least five ERGs spanning five different diversity dimensions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. The organization has at least one full-time employee whose role involves supporting the ERG program	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. The organization has a dedicated ERG budget in place and a process for ERGs to request funding	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2

Leadership

Leadership plays a visible and active role in supporting ERGs and a culture of inclusion.

Criteria	Complete	In progress	Not met
1. The organization has a formal strategy in place for executive sponsors, with each ERG having at least one executive sponsor who is a senior business leader	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Executive sponsors meet regularly with ERG leaders to provide guidance and support	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Senior leaders regularly participate in ERG events and promote participation in ERGs within their teams	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. The organization provides guidance to ERGs on leadership succession planning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

3

Governance

The organization takes steps to measure, report, and help ensure ERG accountability.

Criteria	Complete	In progress	Not met
1. ERG metrics are tracked and reported to senior leadership at least once per year			
2. The organization has established guidelines and documentation in place that outline ERG expectations and accountability measures			
3. ERG leaders report progress on goals and strategy to program management on a regular basis			
4. There is a formal governance body in place that includes both ERG leaders and executive sponsors, which oversees ERG activities and accountability			

4

Inclusive culture

The culture of the organization reflects its commitment to inclusion and ERGs.

Criteria	Complete	In progress	Not met
1. The organization demonstrates a visible commitment to supporting ERGs through external and internal means (e.g., communications, partnerships, etc.)			
2. The organization communicates the value of ERGs to all employees at least once per year			
3. ERGs play a role in recruiting and onboarding new employees			
4. ERGs are given an opportunity to weigh in on relevant DEI efforts and initiatives			



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