



Executive Summary

Missouri Employee Resource Groups (ERG's)
Finding the **ME** in Missouri

ERG History

First created by Xerox
In 1970

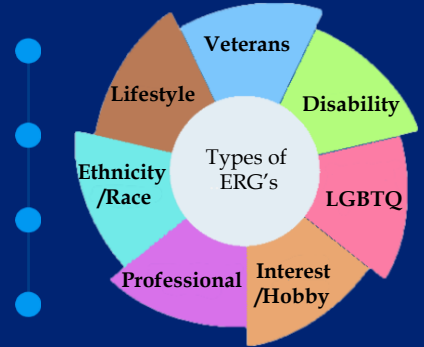
The National Black
Employee Caucus

Since 2011

90% of Fortune
500 Companies
have had ERG's

What are ERG's ?

Voluntary, employee-led groups whose aim is to foster diversity, equity, inclusion and belonging in the workplace. They are usually led by employees who have shared characteristics, whether it's gender, ethnicity, religious affiliation, lifestyle, or interest.



ERG Purpose

Educate the organization

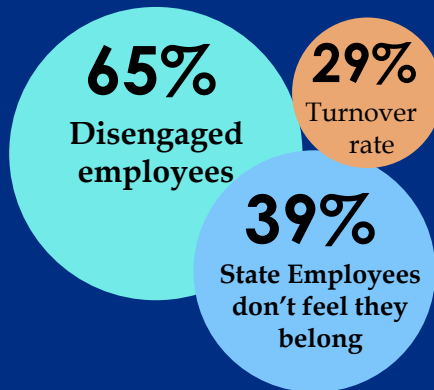
Assist with recruitment

Serve as advisors for DEIB and leaders

Create community for the groups and those around them

Why Missouri Needs ERG's

Belonging Matters



ERG's help cut belonging costs

● Training Cost	>\$561,686,156
● Engagement Costs	>\$427,781,200
● Sick Leave Costs	>\$163,629,270
● Recruitment Costs	>\$55,840,700
● Total	>\$1,208,937,326

ERG Growth

Inception focuses on networking

Years 3 - 4 provide resources for recruitment and onboarding

Years 5 - 6 shift to mentoring and development

Year 7 & beyond, business focus and citizen impact

How we implement

- ✓ Statewide groups formed by process with Office of Equal Opportunity with .5 fte, up to 1.5 fte by year 5
- ✓ Using the Guidelines and Toolkit established by our team, governed and updated by the DEIB Council
- ✓ Information and application easily accessed via a website already created <https://merg.mo.gov>
- ✓ Recruitment and onboarding information (already created) dispersed to HR teams

Suggested Timeline

