



MERG

Missouri Employee Resource Group

Finding the Me in Missouri

Information for Employee Resource Group Leaders

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Roles of the MeRG leadership team

All statewide ERGs shall have a leadership team comprised of the Executive Sponsor, Champion, and Chair. Employees who take on these leadership roles must receive supervisor approval to hold the position.

Executive Sponsor

The Executive Sponsor, a department head or delegate of a department head, shall provide overall leadership to the MeRG, ensuring that the MeRG is operating in alignment with the Bylaws. The Executive Sponsor shall support the efforts and initiatives of the ERG, stated in the annual work plan.

Strong executive sponsors will make the success of the MeRG a priority and personal responsibility, without taking any ownership or taking away autonomy of the group. In choosing an executive sponsor, it is important to find someone who is willing to put their own privilege and access to resources on the line for the MeRG and is personally committed to the success of the group.

Champion

The Champion, director role, shall have a commitment to the purpose of the MeRG and the commitment to advance the goals of recruitment and retention. They shall ensure that the goals of the MeRG are carried out effectively and preside and/or arrange meetings, lead business planning, as well as oversee all business done by the MeRG. The Champion shall also be the main point of contact for the MeRG Executive Sponsor.

Chair

The Chair shall be responsible for ensuring that MeRG meetings are in alignment with the vision, mission and strategic direction of the MeRG. They shall work closely with the secretary to establish meeting agendas and provide structure to the meetings. The Chair shall act as the facilitator of the meetings and address any issues raised by the MeRG.

Secretary

If the MeRG designates a secretary, a few examples of their scope can include: keeping records of the MeRG actions, taking minutes at all MeRG meetings, sending out meeting announcements, distributing copies of minutes and the agenda to each MeRG participants, and assuring that MeRG records are maintained.

Resources for Leading a MeRG meeting

Below you will find a list of videos to assist you in leading MeRG meetings

A Guide to ERGs (Employee Resource Groups)

<https://www.linkedin.com/learning/a-guide-to-ergs-employee-resource-groups/an-introduction-to-ergs?autoplay=true&u=35674036>

The Value of Employee Resource Groups

<https://www.linkedin.com/learning/the-value-of-employee-resource-groups/introducing-james-fripp-14143427?autoplay=true&u=35674036>

Icebreakers for Teams, Meetings, and Groups

<https://www.linkedin.com/learning/icebreakers-for-teams-meetings-and-groups?u=35674036>

Leading Virtual Meetings

<https://www.linkedin.com/learning/leading-virtual-meetings?u=35674036>

Leading Productive Meetings

<https://www.linkedin.com/learning/leading-productive-meetings-17188803?u=35674036>

A Conversation with Netflix's Employee Resource Groups

<https://www.youtube.com/watch?v=CeTVsw5fD38>

Employee Resource Groups at Kellogg "It Matters to Me"

<https://www.youtube.com/watch?v=wbuP5KS6SOc>

Communicating About Culturally Sensitive Issues

[Navigate difficult conversations \(linkedin.com\)](#)

Inclusive Leadership

[Welcome \(linkedin.com\)](#)

Diversity, Inclusion, and Belonging

[DIBs: An introduction \(linkedin.com\)](#)

