ERG Research Links

<mark>Legal Precedent</mark>

https://content.next.westlaw.com/practical-law/document/Ib316e38d107411e698dc8b09b4f043e0/Affinity-Groups-in-the-Workplace?transitionType=Default&contextData=%28sc.Default%29&viewType=FullText

https://www.americanbar.org/content/dam/aba/publications/aba_journal_of_labor_employment_law/v33/number3/vol33no3-legal-traps.pdf

https://www.opm.gov/policy-data-oversight/diversity-and-inclusion/reports/diagencyspecificstrategicplanguidance.pdf - Federal Government Guidelines

<mark>Creating/Best Practices</mark>

https://www.wellright.com/blog/how-to-create-successful-erg

https://www.diversityincbestpractices.com/eys-resource-groups-connect-members-culture-community-clients/

https://www.ey.com/en_us/diversity-inclusiveness/ey-us-2022-dei-report

https://www.viscardicenter.org/wp-content/uploads/2016/09/The-Toolkit-for-Establishing-Groups.pdf

https://www.cmu.edu/hr/assets/erg/vp-erg-toolkit-2020.pdf

https://archive.bio.org/sites/default/files/docs/toolkit/RESOURCE_GUIDE_external11_2010.pdf - some legal considerations to look at

<mark>Creating Government/Public</mark>

https://www.minnstate.edu/system/equity/docs/ERG-Toolkit_February-2021.pdf

https://www2.minneapolismn.gov/media/content-assets/www2-documents/government/Employee-Resource-Group-Program-Guidelines.pdf

https://www.dot.state.mn.us/diversity-inclusion/erg-rotation.html

https://www2.minneapolismn.gov/media/content-assets/www2-documents/government/Employee-Resource-Group-Program-Guidelines.pdf

https://ofm.wa.gov/state-human-resources/workforce-diversity-equity-and-inclusion/statewide-business-resource-groups

https://careers.state.gov/about/diversity-inclusion/employee-organizations/ - US State Department

https://docplayer.net/13362002-Employee-resource-groups-policy-and-procedures.html - Oregon's Executive Summary

Costs

https://www.forbes.com/sites/jeffboss/2018/05/08/a-lack-of-workplace-connection-is-costing-you/?sh=780de47a35da

https://results-int.mo.gov/t/EXECUTIVE/views/TalentManagementDashboard/Introduction?%3Aiid=1&%3AisGuestRedirectFromVizportal=y&%3Aembed=y

https://www.shrm.org/resourcesandtools/hr-topics/talent-acquisition/pages/the-real-costs-of-recruitment.aspx

https://builtin.com/recruiting/cost-of-turnover

https://www.enrich.org/blog/The-true-cost-of-employee-turnover-financial-wellness-enrich

Why it Matters

https://www.forbes.com/sites/jeffboss/2018/05/08/a-lack-of-workplace-connection-is-costing-you/?sh=780de47a35da

https://www.accenture.com/us-en/insights/public-service/why-belonging-matters-now-more-than-ever

https://www.zippia.com/advice/employee-turnover-statistics/

https://www.slideshare.net/kacarter/employee-resource-groups-that-drive-business

https://www.gartner.com/en/newsroom/press-releases/2019-10-30-gartner-says-diversity-and-inclusion-are-the-no--1-ta

https://www.gartner.com/en/human-resources/insights/employee-experience

https://blog.clearcompany.com/12-workplace-diversity-statistics - "Leaders must acknowledge that increasing demographic diversity does not, by itself, increase effectiveness; what matters is how an organization harnesses diversity, and whether it's willing to reshape its power structure." - Harvard Business Review

Measures

https://www.aihr.com/wp-content/uploads/dei-metrics.png

https://www.boldbusiness.com/society/gauging-effectiveness-your-employee-resource-group/#:~:text=According%20to%20a%20recent%20survey,were%20next%20on%20the%20list.

https://www.linkedin.com/pulse/3-key-performance-metrics-your-employee-resource-group-rodriguez

https://www.i4cp.com/infographics/infographic-6-employee-resource-group-performance-measures

https://www.mentorresources.com/mentoring-blog/bid/101113/Is-your-ERG-measurably-effective

https://www.affirmity.com/blog/7-best-practices-maximize-value-employee-resource-groups-ergs/