

EMORY  
UNIVERSITY,  
HUMAN  
RESOURCES  
DIVISION

20  
22

# ERG IMPACT REPORT



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# Introduction

Forbes defines employee resource groups (ERGs) as voluntary, employee-led groups open to all within an organization that shares a common interest or identity and work to promote diversity, equity, and inclusion (DEI) within the workplace. ERGs can focus on various diversity dimensions, such as race, gender identity, ethnicity, sexual orientation, disability, and veteran status, among others.

The purpose of ERGs is to create a sense of community and belonging among employees who share common experiences or backgrounds, and to provide a platform for them to discuss issues that are important to them. ERGs are open to all and can also serve as a resource for employees who may need support or guidance in navigating workplace challenges related to their identity.

In addition to providing a space for employees to connect and support one another, ERGs can also contribute to the organization's overall DEI efforts by promoting awareness, education, and advocacy. They can help to raise awareness about issues related to diversity and inclusion and provide feedback and recommendations to the organization's leadership on ways to improve its DEI policies and practices.

Overall, ERGs can be a valuable tool for organizations looking to foster a more diverse, equitable, and inclusive workplace culture, and to create a sense of belonging and engagement among all employees.

In early 2021, an inventory of current ERGs in schools and divisions across Emory was collected. Following the gathering of this information, an internal working group was formed to develop a framework for creating, implementing, and sustaining ERGs at Emory.

To inform this framework, the working group gathered information about current and historical ERGs and affinity groups at Emory, researched best practices for success, conducted benchmarking with other universities and organizations, and collected employee perspectives via an online survey.

# ERGs at Emory

## Across our ERGs, Emory has served 1000+ staff, faculty and employees

Beginning in February of 2022, Emory piloted two campus-wide Employee Resource Groups (ERGs) as a step towards strengthening community and furthering the university's commitment to diversity, equity and inclusion. The two groups included the Emory Black Employee Network (EBEN) and the Emory Pride Employee Network (EPEN). EBEN and EPEN were selected for the pilot based on survey results from the summer of 2021.



"We are very excited to pilot these ERGs to help foster a greater sense of belonging here at the university," says Theresa Milazzo, vice president of human resources.

Employees shared that they wanted opportunities open to all where they can network, engage with mentors, make friends and help raise awareness of the value of diversity and inclusion at Emory. With the help of the Human Resources division and the ERG co-chairs, both groups have flourished into vibrant organizations which recognize and celebrate the diverse populations found at Emory University.

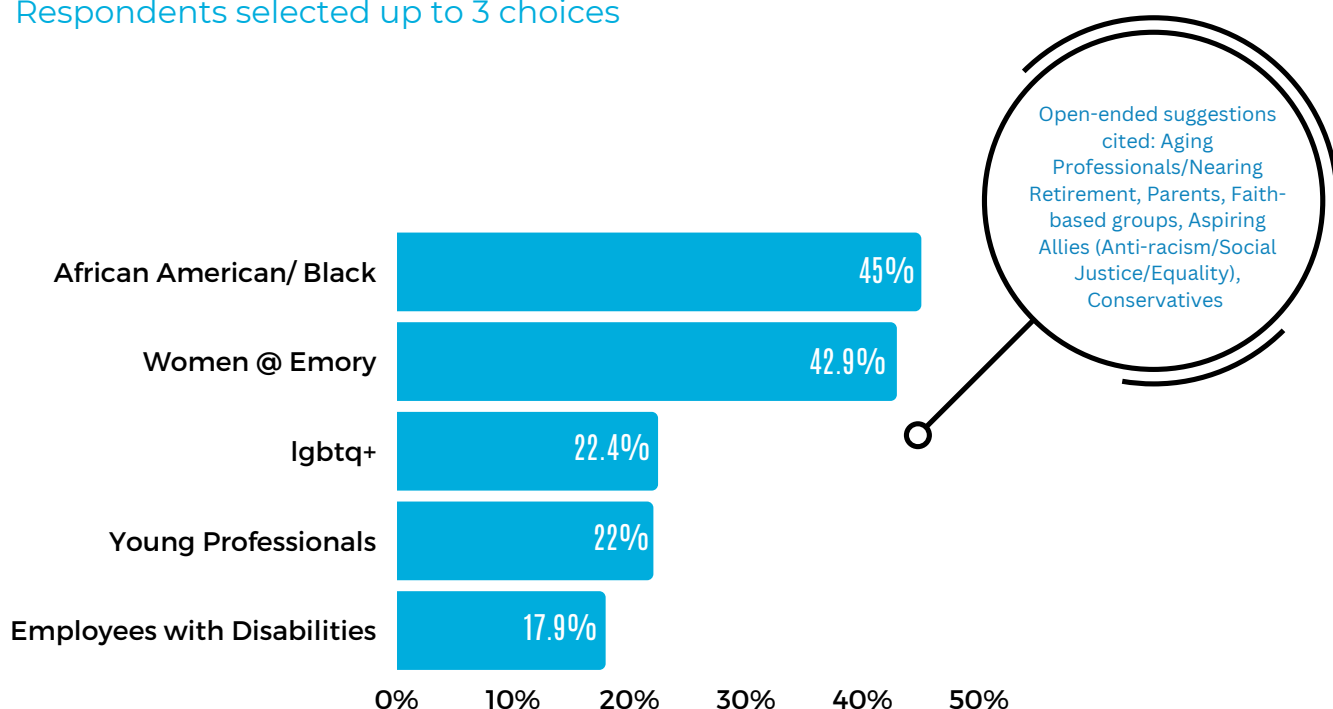
In July of 2022, Emory surveyed current ERG members in order to strengthen and grow ERGs at Emory. From the results of the survey, two new groups were created in March of 2023: the Veterans Employee Resource Group (EVEN) and the Emory Latinx Employee Resource Network (eLERN).

# Program Interest Survey

1,001 Emory faculty and staff participated

## The Groups "Most Needed" at Emory

Respondents selected up to 3 choices



91 percent reported 'yes' or 'maybe' to joining an ERG at Emory

\*Survey was conducted in June of 2021 and 1,001 out of 13,653 Emory employees participated

# Program Interest Survey

## Most Desired Areas of Focus:



PROFESSIONAL DEVELOPMENT & MENTORING



MUTUAL SUPPORT



INCREASING AWARENESS OF INITIATIVES ACROSS EMORY



SOCIAL



RAISING AWARENESS OF THE VALUE OF DIVERSITY & INCLUSION

## Most Desired Outcomes:

- **Networking/Professional Development:** “Sharing resources and tips for career advancement”, “Networking and Mentorship”, “Pipelines built for progression in careers”
- **Community:** “Meeting new people at Emory”, “Increased sense of belonging”, “Better connections among the silos within the university”
- **Change:** “Real influence on policies”, “Systemic changes and programs that are funded by Emory to support actions that directly have an impact”, “Advocacy realized in the form of action taken by Emory University”
- **DEI Awareness/Education:** “A greater understanding of issues and how I can be an Ally or an advocate”, “Increased awareness of each group's contributions and the things that are stopping them from contributing”, “Improving the culture of Emory with more inclusiveness and awareness”

\*Survey was conducted in June of 2021 and 1,001 out of 13,653 Emory employees participated

# Emory Black Employee Network

Aims to foster a diverse and inclusive work environment that promotes unity by providing support and building a community for Black employees and their allies within the Emory community at large.



**Co-chair**  
**Brandon Gardner:**  
Associate Director of  
Community Engagement,  
Government & Community  
Affairs



**Co-chair**  
**AJ Johnson-Scott:**  
Program Coordinator,  
School of Law



**Executive Sponsor**  
**Maurice Middleton:**  
Associate Vice Provost for  
Institutional Equity and  
Compliance

EBEN strives to promote individual and collective growth through various resources and networking opportunities, focusing on health and wellness, community service, cultural events, social gatherings, engagement, mentorship, and personal and professional development opportunities.



# Emory Black Employee Network

A glimpse into EBEN's events

98% of members are satisfied or very satisfied with resources and programs offered by EBEN



## Juneteenth Mixer

Number in attendance: 120

EBEN organized a Juneteenth commemoration event and hosted discussions about mental health to promote mutual support and connection within the Emory community.

## Summer Picnic

Number in attendance: 95

Focusing on community building, EBEN hosted a networking cookout for EBEN members and their families. The event included barbecue, music, games, and lots of dancing.



## 2022 Impact:

641 active members

20 events held

99 average attendees

“EBEN focuses on cultivating a sense of community among Black employees and their allies.”

5 events



Focused on social & community building

6 events



Focused on professional development & mentoring

2 events



Focused on mutual support

5 events



Focused on advocacy

3 events



Focused on increasing awareness of initiatives @ Emory



# Emory Pride Employee Network

Seeks to celebrate, support, and recognize the diverse community of LGBTQ+ employees at Emory University by providing resources for educational growth, awareness and advocacy, and social connections.



## Co-chair

**Adam Malm:** Sr. Asst. Dean for Operations, Administration, & Facilities, School of Nursing



## Co-chair

**Andrew Garber:** Business Analyst II, Emory Continuing Education



## Executive Sponsor

**Lynell Cadray:** University Ombuds, Senior Advisor to the President, Emory Ombuds Office

EPEN envisions becoming a leader among top tier Universities in addressing inequities and advocating for its LGBTQ+ community's diverse needs. We will foster a safe space that allows for self-exploration and liberation of all LGBTQ+ individuals.



Special thanks to Chloe Corcoran, who served as an inaugural co-chair before leaving Emory in 2022

# Emory Pride Employee Network

A glimpse into EPEN's events

87% of members are satisfied or very satisfied with resources and programs offered by EPEN



## Pride Carnival

Number in attendance: 250

EPEN celebrated Pride Month by hosting an LGBTQ+ Pride Celebration at Asbury Circle. Featuring a carnival theme and including games, a food truck and lots of balloons, the event brought together people from all around campus.

## Out @ Emory Panel Discussion

Number in attendance: 30

EPEN hosted an "Out @ Emory" Panel Discussion over Zoom. This event focused on increasing mutual support across Emory and raising awareness of Emory's resources.



## 2022 Impact:

282 active members

12 events held

75 average attendees

We're supporting each other in the workplace, learning about new opportunities, and helping each other find our place at Emory.

5 events



Focused on social & community building

1 event



Focused on professional development & mentoring

1 event



Focused on mutual support

5 events



Focused on advocacy

3 events



Focused on increasing awareness of initiatives @ Emory

# ERG Pilot Impact

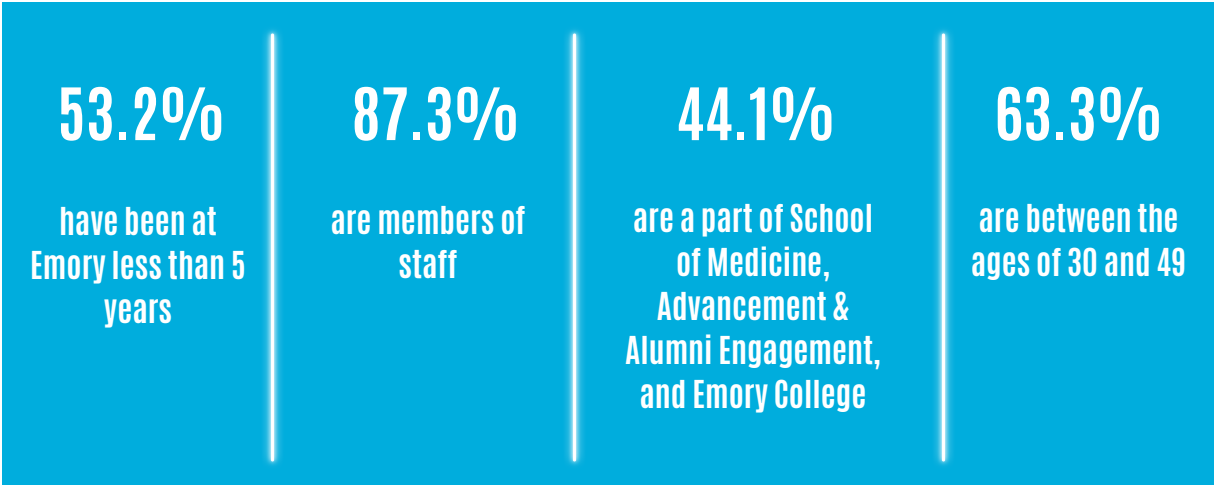
To improve the quality and influence of ERG groups on campus, Emory surveyed the pilot group members of EBEN and EPEN and found:

224 ERG members participated in the survey in July of 2022

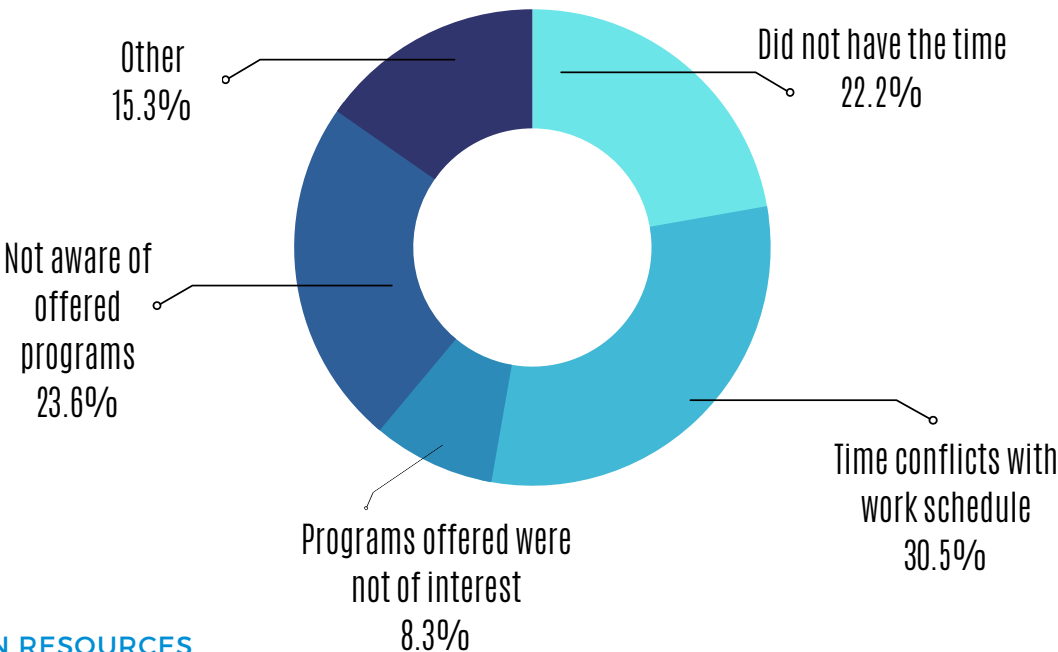


# ERG Pilot Impact

## Those Who Participated in the Survey:



## Reasons Members Did Not Participate in ERG Programming:



# Newly Introduced: Emory Veterans Employee Network

Strives to continue to service as veteran citizens who think beyond themselves to further Emory's mission to create, preserve, teach, and apply knowledge in the service of humanity. They aim to promote a sense of belonging for Emory veterans through organization, recognition, networking, and resources.



**Co-chair**

**Andrew West:** First Sergeant (Retired), US Marine Corps Reserve  
Executive Center  
Administrator for Georgia CTSA, School of Medicine



**Co-chair**

**Terrance Coursey:** Corporal, US Army  
Director of Corporate and Foundation Relations, Advancement and Alumni Engagement



**Executive Sponsor**

**Ken Keen:** Lieutenant General (Retired), US Army  
Associate Dean of Leadership Development Program, Goizueta Business School

Andrew West, EVEN's co-chair says, "Emory has so many wonderful resources, services and activities for veterans, but many aren't aware of what is available."

# Newly Introduced: Emory Latinx Employee Resource Network

Seeks to uplift, support, and amplify the cultural diversity of Latinx employees at Emory University by providing resources for professional development, visibility, and social kinship.



**Co-chair**  
**Christian Theis:** Police  
Sergeant, Emory  
University Police  
Department



**Co-chair**  
**Jessenia Barron:** Interior  
Designer, Campus  
Services



**Executive Sponsor**  
**Jose Rodriguez:** Chief  
Business Officer,  
Emory College

eLERN envisions becoming a leader in addressing inclusivity and advocating for the empowerment of Emory's Latinx community's distinct needs.

# Next Steps

Where do we go from here? ERG reports are not just about looking back, but also looking forward.

The ERG's impact is a continuous work in progress. It will be important for Emory to track its progress and make improvements over time.

01

## Strengthen and monitor ERGs

Monitor ERG goals, participation rates and employee preferences to ensure these groups are continuing to develop and meet employee needs.

02

## Conduct an impact survey

Conduct a survey in Fall 2023 to gather employee feedback on the four employee resource groups that are now in place.

03

## Implement additional ERGs

Human Resources plans to add additional groups in the future that are open to all, based on employee interest and organizational needs.



# Acknowledgements

## Those Who Serve the ERGs

A special thanks to our co-chairs, executive sponsors, ERG board members, and supporters who have worked so hard to serve the ERGs across campus.

In May of 2021, during the initial planning of ERGs, a working group was formed to develop a framework for creating, implementing and sustaining ERGs at Emory. Members included:

- Melissa Morgan, Manager, Recognition & Engagement, Human Resources
- Robin Huskey, Manager, FSAP Education & Outreach, Human Resources
- Russell Griffin, Director, Diversity & Inclusion Education & Outreach, Human Resources
- Mary Ellen Eady, Work-Life Specialist, Human Resources
- Alicia Sierra, Director, Human Resources & Diversity, Goizueta Business School
- Giacomo Negro, Professor, Organization & Management, Goizueta Business School
- Jason Schneider, Associate Professor, Department of Medicine, School of Medicine
- Danielle Goeckel, Director, Organizational Culture & Effectiveness, Advancement & Alumni Engagement
- Brandon Gardner, Associate Director, Community Engagement, Government & Public Affairs

### EPEN Leaders:

- David Goetsch
- Hilary Moe
- David Payne
- Philip Brooks
- Haley Murray
- Andrew Moses
- Michael Price
- Gabriel Nelson Sears

### EBEN Leaders:

- Cedric Blatch
- Veronica Phillips
- Rita Frazier
- Jessica Browning
- Shervon Lewis
- J.L. Reid
- Morieka Johnson
- Tim Raines
- Nora Lewis
- Enku Gelaye

# Acknowledgements

## Equal Opportunity/Affirmative Action Statements

Emory University is an equal opportunity/equal access/affirmative action employer fully committed to achieving a diverse workforce and complies with all applicable Federal and Georgia State laws, regulations, and executive orders regarding nondiscrimination and affirmative action in its programs and activities. Emory University does not discriminate on the basis of race, color, religion, ethnic or national origin, gender, genetic information, age, disability, sexual orientation, gender identity, gender expression, and veteran's status. Inquiries should be directed to the Department of Equity and Inclusion, 201 Dowman Drive, Administration Bldg, Atlanta, GA 30322. Telephone: 404-727-9867 (V) | 404-712-2049 (TDD).