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Employee Resource Groups (ERGs)

January 18, 2023

TechnipFMC ENRG

Introduction to ERGs

1/20/2023

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What are ERGs?

ERGs are voluntary, employee-led groups in an organization formed to act as a resource for the group members and the organization. They are typically based upon a demographic (e.g., women, race, etc.), life stage (e.g., Generation Y, parents, etc.) or function (e.g., sales, engineering, etc.), but they may also be based on other identities.

ERG's are dedicated to fostering a diverse and inclusive work environment!

Most Common ERGs in Canada, Europe, Japan, and the United States

Type of ERG	% Survey Respondents in Canada, Europe, Japan, and the United States With ERGs (N=176)
Women employees	94%
LGBT employees	61%
Employees with disabilities	27%
Employees who are parents	26%
New employees	19%
Indigenous employees	19%
Employees of various generations	14%

Data taken from 2006 Catalyst Member Benchmarking Report

Benefits of ERGs to the Organization

- **Support D&I Strategies**
  - Advise on issues, opportunities and perspective
  - Supply a constructive forum for feedback
  - Provide a mechanism for recruiting, retaining and developing employees
- **Developing Leaders**
  - Use ERGs as a vehicle for leadership development and succession planning
- **Engaging Employees**
  - Help integrate DEI initiatives across all levels and locations
  - Offer employees community, camaraderie and connections
  - Introduce new and current employees to the organizational culture and help build and maintain employee engagement and satisfaction
- **Developing Customers & Clients**
  - Provide insights on burgeoning markets, product development and design, multicultural marketing and the importance of mirroring the customer and client base
  - Host client meetings to enhance organizational visibility in various markets
  - Develop strategic relationships with customers, clients and suppliers

Benefits of ERGs to the Organization cont.

- **Expand Cross-cultural and Global Understanding**
  - Use various events to share practical strategies to help members overcome the challenges of working across cultures
  - Promote activities relevant to local members and their communities (linked to broader global organizational diversity and business goals)
  - Provide valuable learning opportunities for senior leaders and local staff, but also provide opportunities for emerging talent to gain visibility
- **Reaching Out to the Community**
  - Build reputational capital in the marketplace

Benefits of ERGs to Employees

ALL EMPLOYEES

- Advance organizational goals for inclusion and increase awareness and understanding of cultural issues and opportunities
- Develop a culture of “allies” that encourages people of all backgrounds to attend events, seminars and workshops
- Provide marketplace insights to business leaders to help give the organization a competitive advantage
- Build the organization’s reputation by being active in the community
- Contribute to the organization’s success by providing more development opportunities for employees

ERG MEMBERS

- Provide professional and personal growth opportunities
- Showcase and develop their knowledge and skills
- Gain product and business development experience
- Build relationships across business areas and geographies
- Channel their voices to advocate for culture change

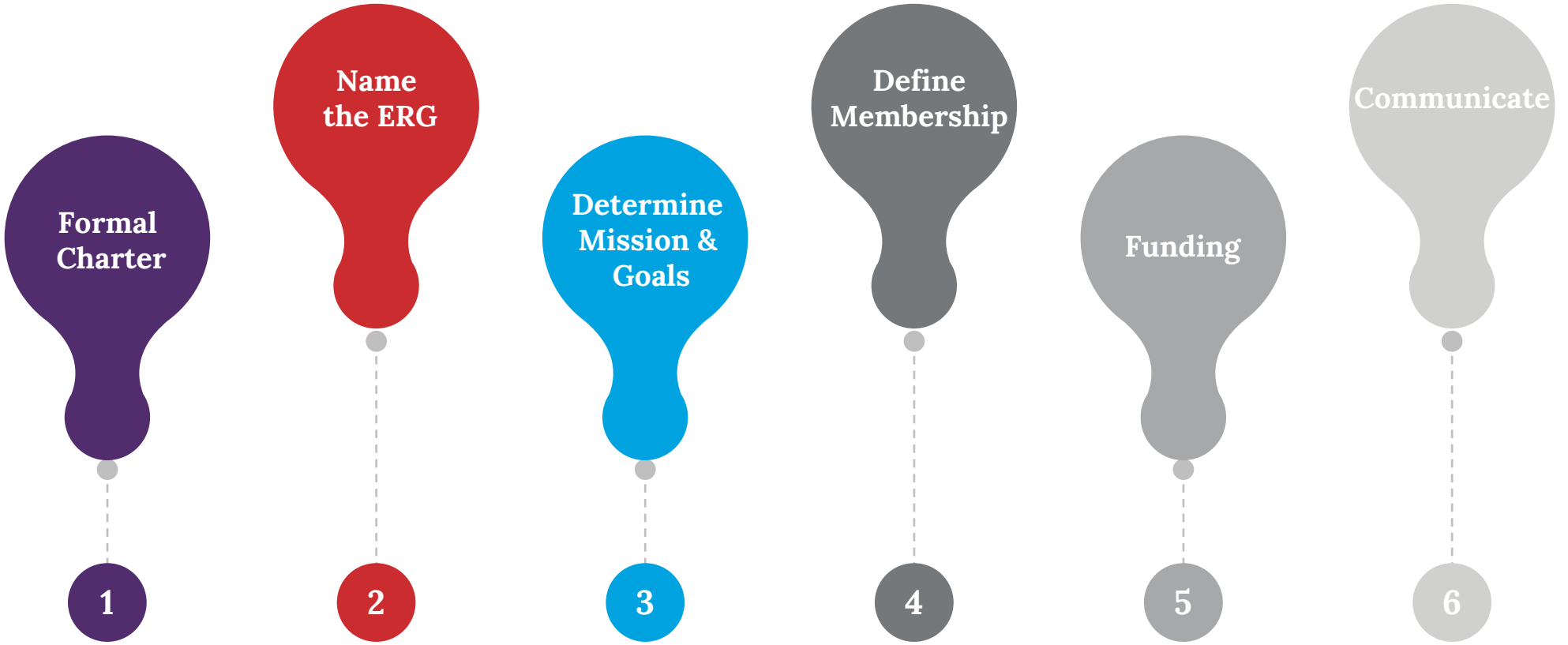
ERG LEADERS

- Develop leadership skills
- Gain visibility to senior leadership
- Recognition of their ERG leadership contributions in performance reviews and goals

Business Case & Planning

Starting an ERG

BUSINESS CASE & PLAN



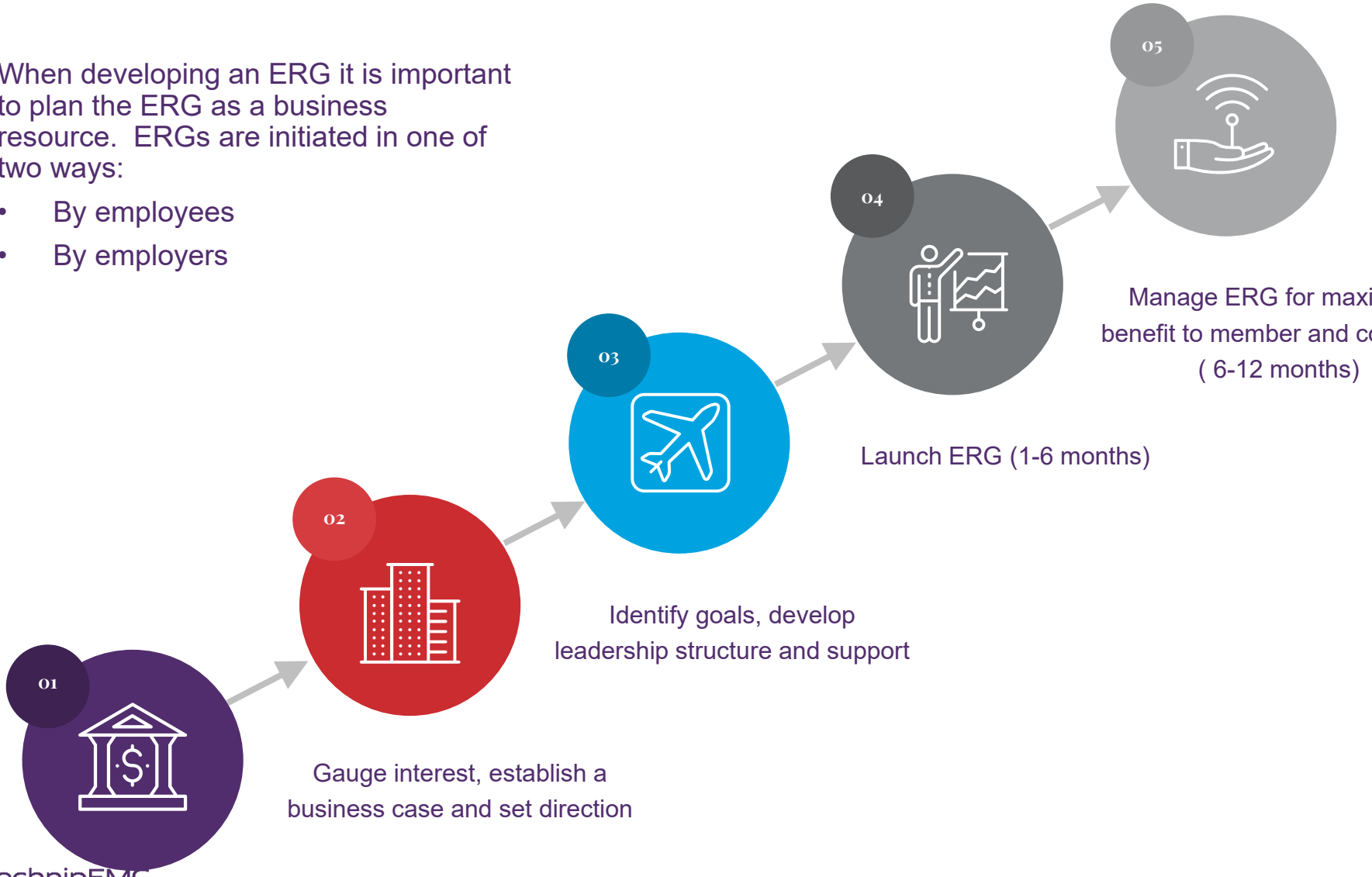
1. Guide used as a reference through the life of the ERG
2. Provides a window into what the ERG does/sees itself
3. Defines why the ERG exists & how it drives change
4. Requirements – demographics, participation, recruiting, etc.
5. Legitimize ERG with a budget
6. Objectives, messaging, audiences, tools, timing, etc.

Step-by-Step Planning

NEW ERG

When developing an ERG it is important to plan the ERG as a business resource. ERGs are initiated in one of two ways:

- By employees
- By employers



Gauge interest, establish a business case and set direction

Identify goals, develop leadership structure and support

Launch ERG (1-6 months)

Manage ERG for maximum benefit to member and company (6-12 months)

Focus on sustainability and track impact (1-3 years)

ERG Infrastructure

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Corporate Roles

Executive Sponsor

- Reviews ERG strategies and plans
- Holds ERG responsible for progress
- Acts as a champion and sounding board
- Manages any resistance and questions about the value of the ERG
- Communicates ERG's vision & objectives to management and "opinion leaders"
- Evaluates funding needs
- Assists with fundraising and participates in activities

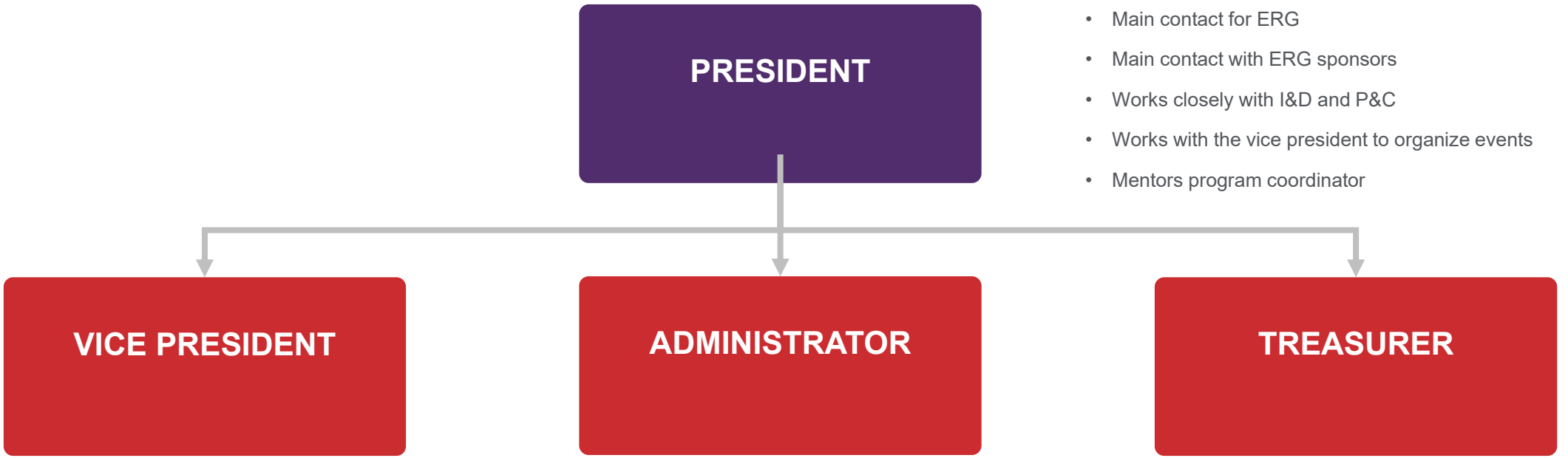
Inclusion & Diversity

- Coaches ERG leaders
- Tracks organizational attitudes about the ERG
- Provides internal & external resources & support
- Facilitates connections and ensures alignment with other ERGs, I&D efforts and P&C initiatives
- Helps capture & report ERG progress to the organization

People & Culture

- Helps incorporate ERG feedback into organizational polices & practices as appropriate
- Participates selectively in ERG events

ERG OFFICERS



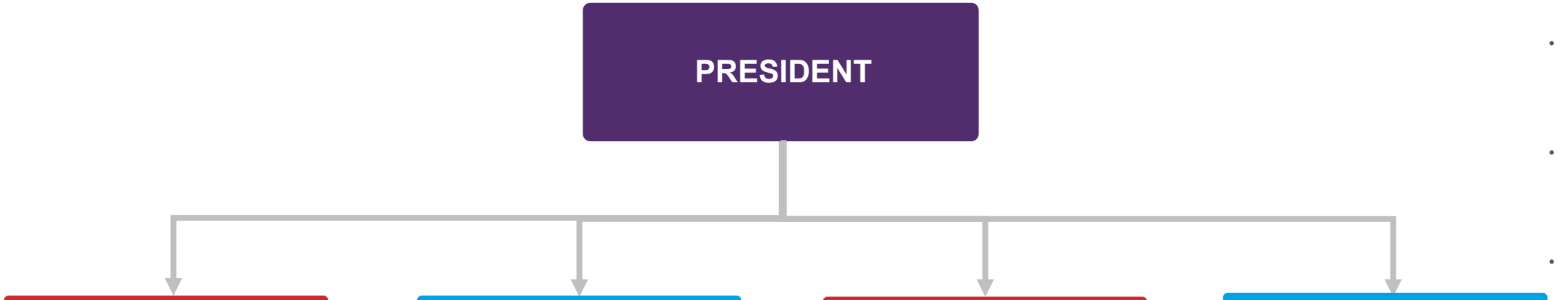
- Main contact for ERG
- Main contact with ERG sponsors
- Works closely with I&D and P&C
- Works with the vice president to organize events
- Mentors program coordinator

- Serves as back-up to president
- Organizes ERG events
- Coordinates community service activities
- Mentors assistant program coordinator

- Main contact for public relations
- Coordinates ERG registration
- Maintains ERG membership list
- Acts as official recorder
- Coordinates elections

- Develops and maintains budget
- Coordinates fundraising activities
- Works with local coordinators to allocate funds

NON-OFFICER ERG POSITIONS



- Works with President to develop & implement programs & events
- Researches potential issues relevant to members
- Works with local coordinators to ensure events have enough staff & participants

- Develops & maintains ERG intranet page/website
- Maintains ERG distribution list/email database

- Promotes awareness of the ERG at the local, physical site
- Works with treasurer to develop local budget
- Plans activities at the location
- Maintains communication between the local site and ERG Officers

- Coordinates with corporate communications and the ERG to ensure objectives, activities, successes and progress are reported to entire organization
- Coordinates with ERG & organizational leadership, I&D and P&C on external communications about ERG
- Assists Program Coordinator with outreach to ERG membership

- Supports Program Coordinator to organize programs & events
- Oversees program & event administration; coordinates invitations; tracks attendance; manages event registration; coordinates follow-up
- Documents each program & event

POPULAR COMMITTEES

- Events
- External Relations
- Retention
- Recruitment
- Annual Heritage/History Observances
- Budget Administration
- Business/Professional Development
- Communications/Website/PR
- Community/Fundraising Relations
- Leadership Forum
- Marketing/Sales Business Support
- Membership
- Mentoring