

ERG Impact Collective

A PEER LEARNING COHORT



The ERG Professional Development Cohort is a peer-learning experience for ERG leaders who already understand the fundamentals of employee resource groups and are ready to think more strategically about their work.



DEFINING AN ERG'S PURPOSE

What do your organization & members expect from you?



GOVERNANCE & DECISION-MAKING

What systems are others using to divide responsibility?



SUSTAINABLE ERG LEADERSHIP

How do you develop & retain leaders?



EXECUTIVE SPONSORSHIP

How do you leverage sponsors strategically?



LEGAL, HR, & RISK BOUNDARIES

How do others navigate the boundaries around ERGs?



PROGRAM & EVENT STRATEGY

How can programming create connection?



MEASURING IMPACT

How do others demonstrate value to their organization?



COMMUNITY TRUST

How do you facilitate trust & respond to exclusion?

PROGRAM INFO

The cohort creates a space for ERG professionals to learn from one another, examine challenges across organizations, exchange practical resources, and develop new approaches to their own work rooted in Cleveland's environment.

Sessions will run March-October, 9am-12pm.



INTERESTED?
APPLY TODAY!



www.diversitycenterneo.org

TUITION INFO

\$2,250

8

NUMBER OF SESSIONS

SESSION LENGTH

3 HRS

35

MAX PARTICIPANTS



SESSION DESCRIPTIONS

MARCH 18: DEFINING THE PURPOSE OF AN ERG

Every ERG is pulled in multiple directions: employees may be searching for community, advocacy opportunities, and leadership development, while the organization is seeking business impact. This session asks participants to examine what their ERG is actually designed to do, and whether its purpose is aligned with the needs and expectations surrounding it.

Through peer discussion and case studies, participants will compare how organizations define effectiveness, identify tensions between competing expectations, and consider where greater alignment may be needed.

APRIL 15: GOVERNANCE AND DECISION-MAKING STRUCTURES

As ERGs grow, informal leadership structures can become difficult to sustain. Clear roles, decision-making processes, budgets, committees, and relationships between local and global chapters can help ERGs operate more effectively, but different organizations need different approaches.

Participants will compare leadership structures, role definitions, charter and budget systems, committee structures, annual planning processes, and chapter management approaches. A peer case study will provide an opportunity to examine these systems in practice and discuss what makes governance useful rather than burdensome.

MAY 13: SUSTAINABLE ERG LEADERSHIP

ERG leadership can be rewarding, but it can also place significant demands on employees who are balancing ERG responsibilities with their primary roles. Sustainable ERGs need systems for developing leaders, sharing responsibility, and preparing for leadership transitions.

Participants will focus on ERG leadership as an ongoing organizational practice rather than a series of individual volunteer efforts. Participants will examine succession planning, leadership development, recognition and rewards, and connections between ERG leadership and broader opportunities for coaching, mentoring, and professional development.

JUNE 17: EXECUTIVE SPONSORSHIP

Strong executive sponsorship can help ERGs gain visibility, resources, and organizational influence, but building an effective sponsor relationship requires more than finding a senior leader willing to attach their name to the group.

Participants will explore stakeholder mapping, influence strategies, different sponsor roles and archetypes, and ways to make strategic asks. The group will examine how ERG leaders can navigate organizational politics, communicate concerns upward, and make better use of sponsor relationships.

SESSION DESCRIPTIONS

JULY 15: NAVIGATING LEGAL, HR, AND RISK BOUNDARIES

ERG leaders have to navigate complex questions about organizational policy, employee privacy, discrimination concerns, political activity, social media, and changing legal, and regulatory environments. Understanding these boundaries can help ERGs operate confidently without unnecessarily limiting their actions.

This session brings together expert framing and peer experience to explore how ERGs can work effectively within legal and HR expectations. Participants will examine common risk questions, compare organizational policies, and discuss how other ERG leaders approach difficult or ambiguous situations.

AUGUST 19: PROGRAM AND EVENT STRATEGY

Great ERG programming is about more than hosting events. Effective programs create meaningful opportunities for learning, connection, participation and organizational change, and they need to remain engaging over time.

This session explores how ERG leaders can design higher-impact programming while considering accessibility, different participation needs, and the distinction between educational and celebratory events. Participants will share successful approaches, troubleshoot “awareness fatigue,” explore year-round engagement strategies, and consider opportunities for collaboration across ERGs and organizations.

SEPTEMBER 16: MEASURING IMPACT

ERGs are often asked to demonstrate their value, but measuring impact is not as simple as counting attendance. This session explores ways to combine quantitative measures, qualitative feedback, storytelling, and outcome-based planning to create a fuller picture of an ERG's impact.

Participants will compare the metrics and reporting approaches they currently use, discuss how they track engagement, and examine how different organizations communicate their results. Together, the group will consider what meaningful ERG success can look like and how to tell that story to organizational stakeholders.

OCTOBER 14: DIFFICULT CONVERSATIONS & COMMUNITY TRUST

ERGs often become spaces where difficult organizational and interpersonal issues surface. Leaders may need to facilitate conversations across disagreement, respond to employee backlash, navigate political conflict, address concerns about exclusion, or communicate across cultural differences.

The final session focuses on the leadership and facilitation skills needed to maintain trust when conversations become difficult. Participants will explore inclusive leadership, psychological safety, allyship, and approaches to difficult conversations. Through role-play and peer case studies, they will work through realistic scenarios and reflect on how their own leadership practices shape community trust.