

## Employee Resource Groups Measurements of Success

Employee Resource Groups at Lindenwood University are created to contribute to the effort of the university's ability to achieve its 2026 vision and beyond to become a more diverse and inclusive institution. As the university grows and focuses on our ability to: **Adapt** our people, processes, and programs to meet learner needs and expectations, **Build** the missing speed, skills and affordability learners need and expect, and **Engage** their hearts to strengthen our relationships, creating a sense of belonging for all becomes increasingly more important. Our students and our people thrive when they feel they belong and will contribute more to the university's overall success because of it. The ERGs are an extension of the Center for Diversity & Inclusion, and they should always align with and be focused on the same north star, the DEI 4 Pillars of Excellence, **Workforce, Culture, Students, Community**.

This document should serve as a guidepost as to what the ERGs are designed to do and what they are not. In addition, all ERGs will be evaluated based on its ability to operate in accordance with the guidelines provided and the following measurements. Those designated as the Chair and Vice Chair are responsible for ensuring their ERG operates within these guidelines. If these guidelines are not met by the leadership of the ERGs they may be replaced by someone else.

What a ERGs is..	What a ERG isn't..
An extension of the Inclusion & Diversity area	Its own entity to operate in a silo
An advocate, supporter, and promoter and partner of the university's Center for Diversity, Equity and Inclusion and all it encompasses	In competition with the CDI
A think tank for ideas and solutions that could complement and enhance the university's existing DEI initiatives	Responsible for changing HR policy, procedures or duplicating initiatives and solutions that already exist
Knowledgeable about and helps to raise awareness and engagement in the university's existing DEI efforts	Responsible for creating university wide DEI programs in a silo
A catalyst to create learning opportunities, such as events, seminars, networking and other developmental experiences in collaboration or partnership with the CDI, and the guidance and support of the executive sponsor	To act alone and move forward with any events internally or externally without prior review and approval from the CDI
An example of the people from different backgrounds, cultures, sexual orientations and identities, religions, visible and invisible disabilities, and experiences coming together to contribute to the university's progress in a positive way	A forum to create a gripe session which could lead to confusion and lack of commitment to DEI
A catalyst to increase and leverage leadership engagement through senior leadership involvement	Designed to over utilize the time of the firm's senior leadership's team
Network and leverage ideas from other university's with careful consideration as to how it might work or not at Lindenwood, always keeping our students, faculty and staffs best interest in mind	Expected to overly focus on other Universities companies ERG initiatives and goals that might not work in our geographic area or culture

## **ERG Metrics of Success**

- I. Achieve overall business plan objectives
- II. Successful completion of strategies
- III. Method in which objectives and strategies are achieved
- IV. Effective communication
- V. Timely deliverables, example: Trimester and Annual Reports
- VI. Membership growth
- VII. Visible support of University's Center for Diversity and Inclusion efforts and initiatives