## EMPLOYEE RESOURCE GROUP: STRATEGY 2021

EMPLOYEE RESOURCE GROUP: STRATEGY & ACTION PLANE

ERG:			
NAME:			

### EMPLOYEE RESOURCE GROUP: STRATEGY

#### **BUILDING A FOUNDATION**



SSION STATEMENT	
JECTIVES	
	SHORT OR LONG TERM (THIS YEAR, ONGOING, ETC.)
	SHORT OR LONG TERM (THIS YEAR, ONGOING, ETC.)
	SHORT OR LONG TERM (THIS YEAR, ONGOING, ETC.)
	SHORT OR LONG TERM (THIS YEAR, ONGOING, ETC.)
	SHORT OR LONG TERM (THIS YEAR, ONGOING, ETC.)
	SHORT OR LONG TERM (THIS YEAR, ONGOING, ETC.)
	SHORT OR LONG TERM (THIS YEAR, ONGOING, ETC.)
	SHORT OR LONG TERM (THIS YEAR, ONGOING, ETC.)
JECTIVES CORE GOALS (IN ORDER OF PRIORITY)	SHORT OR LONG TERM (THIS YEAR, ONGOING, ETC.)

#### **TERMS OF REFERENCE**

Your mission statement and objectives will inform your terms of reference and become the blueprint for achieveing your long-term goals. Members, successors and sponsors can refer to these in order to understand what actions should be taken.

#### WHEN WRITING THESE, CONSIDER:

What the group's core goals are (EG engagment and networking, development, influence and awareness)

How the group will help to foster a diverse and inclusive workplace aligned with the organisation's wider strategy.

#### **EXTRA RESOURCES**



Video: Building a strategy

The long read:
How to determine your
purpose and goals

9

10

## EMPLOYEE RESOURCE GROUP: STRATEGY COMMITTEE



### COMMITTEE

CORE COMMITTEE					
ELECTED	POSITION	NAME	CONTACT	ROLE & RESPONSIBILITIES	
Ш.					
Ш.					
Ш.					
Ш.					
OTHER SUPPORT					
F	POSITION	NAME	CONTACT	ROLE & RESPONSIBILITIES	
-					
-					
-					
-					
-					
-			l l		

#### **COMMITTEE** (n.)

The committee can be thought of as the 'management team'. The committee should be decided by nomination and election, and should hold positions for a set term.

Committee members can be re-elected.

#### CHAIR(S)

You can also appoint co-chairs and deputy chairs

#### **SUB-COMMITTEE LEADS**

Consider which areas of your group may need additional workstreams eg: business secretary, comms officer, social secretary, membership officer

#### HR / D & I TEAM

or the someone who is responsible for inclusion to help your group strategy align to wider inclusion goals

#### **OTHER SUPPORT:**

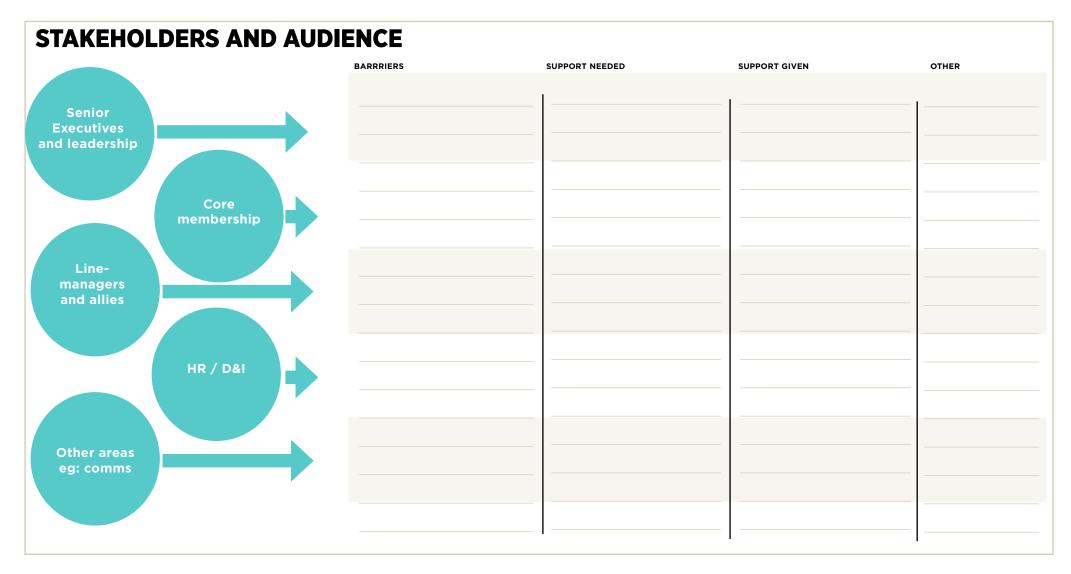
#### **EXECUTIVE SPONSOR(S)**

Sponsors do not need to be from an ethnic minority group, but must be passionate about the agenda, willing to learn, listen and support, and use their position of influence to amplify the group's mission throughout the organisation.

## EMPLOYEE RESOURCE GROUP: STRATEGY ACTION PLAN



### **ENGAGEMENT**



# EMPLOYEE RESOURCE GROUP: STRATEGY ACTION PLAN



### **ACTIVITY PLAN 2021**

ACTIVITY & TYPE	DESCRIPTION	DATE	OWNER

# EMPLOYEE RESOURCE GROUP: STRATEGY ACTIVITY CHECKLIST



ACTIVITY						
COMPLETE	ITEM/TASK	DESCRIPTION	DEADLINE	OWNER	CONTRIBUTORS	
Ш.						
Ш.						
│						