



EMPLOYEE RESOURCE GROUPS

Employee Resource Groups (ERGs)

Promoting MIT's One Community

Employee Resource Groups (ERGs) are groups organized and led by employees who share interests, issues, and a common bond or background. Members of the ERGs work together to create a positive work environment at MIT by actively contributing to the Institute's mission and to efforts specific to inclusion, such as recruitment and retention.

MIT's ERGs serve a number of purposes

- They create an open forum for staff who share common interests/concerns to meet and support one another in creatively addressing those concerns and
- They provide a resource to MIT leadership regarding staff/community issues, needs and policies

Guiding Principles for MIT's ERGs

- All ERGs are open to all employees
- ERGs promote diversity, openness, understanding and inclusiveness
- ERGs adhere to MIT's policies and procedures
- ERGs strive to provide long-term business benefit to the Institute as well as professional/personal benefit to participants

NEW --- Women in IT ERG (just forming)

Co-leads: *Siobhan Cunningham (IS&T), Elaine Mello (AMPS-Tech TV), Patricia Sheppard (IS&T)*

Join their mailing list at <https://mailman.mit.edu:444/mailman/listinfo/women-it>

MIT's Existing ERGs

African, Black, American, Caribbean @MIT (ABAC@MIT) ERG

ABAC@MIT strives to promote an environment that fosters and promotes productivity and creativity of all its employees. Our goal is to increase awareness of cultural differences within our own community and the MIT community at large. We seek to create a welcoming environment to help employees feel supported and have a "home base" to help foster trust and inclusiveness on the MIT campus. *Co-leads: Suzette Clinton (Vice President for Finance), Cheryl Mottley (Office of Minority Education), DuJuan Browder (Student Financial Services)* Join their mailing list at:

http://mailman.mit.edu/mailman/listinfo/abac_erg

Asian Pacific American ERG

The mission of the MIT Asian Pacific American Employee Resource Group is to develop networking, professional development, mentoring, and leadership opportunities with a focus on the recruitment, retention, learning, and advancement of Asian Pacific Americans at MIT. *Co-leads: Michelle Baildon (Libraries), Sophie Wong (Information Services & Technology), Nina Wu (Physics)* Join their mailing list at:

<https://mailman.mit.edu:444/mailman/listinfo/apaerg>



11/3/2014

<http://hrweb.mit.edu/diversity/ergs>

Latino ERG

The mission of the Hispanic/Latino ERG is to develop a network of employees and promote the cultural diversity and professional development of its members, thereby creating a supportive environment for the Latino/Hispanic community and contributing to the success of MIT's mission. *Co-leads: Gilbert Cordova (Materials Processing Center), Maria Barrios (Human Resources), Felix DeLeon (Facilities)* Join their mailing list at: <http://mailman.mit.edu/mailman/listinfo/latinoerg>

LBGT (Lesbian Bisexual Gay Transgender) ERG

The mission of the LBGT Employee Resource Group is to promote an inclusive community for lesbian, bisexual, gay, transgender and queer employees. The LBGT ERG will support MIT's efforts to diversify staff and faculty, and will work to recruit and retain LBGTQ-identified employees. The LBGT ERG will serve as a visible, accessible resource for LBGTQ-identified employees and their allies and will provide LBGTQ-focused networking, educational and social opportunities for the MIT community. *Co-leads: Abigail Francis (Division of Student Life) and Lynn Santiago-Calling (Alumni Association)*. Join their mailing list at: <http://mailman.mit.edu/mailman/listinfo/qstaff>

Millennials ERG

Wondering who a "Millennial" is? A Millennial is generally considered someone born in the 80's and 90's, and could be referred as Generation Y. Those who are Millennials, who work with Millennials, or who are interested in learning more about Millennials are encouraged to join us! *Co-leads: Kristin McCoy (Dean for Undergraduate Education) and Nicole Darvirris (Student Financial Services)*. Join their mailing list at <https://mailman.mit.edu:444/mailman/listinfo/GenYers> or <https://genyers.mit.edu>

All ERGs are open to any MIT employee.

Sample ERG Activities (2013-2014)

- Talk by MIT Professor Tunney Lee "Boston's Chinatown: Beyond Stereotypes, Food and Boundaries"
- Discussion with Christina Ortiz, Dean of MIT's Graduate School, about her experiences as an MIT professor and the Dean for Graduate Education.
- Career panel discussion, "Lessons Learned and Insights Gained: A Discussion of Diversity, Excellence and Institutional Knowledge," (See some of the [Lessons Learned](#))
- Professional Development workshops including:
 - Professional Networking: How Technology and Networking Converge
 - Speed Networking Primer, an introduction to different career tracks at MIT
 - Branding Yourself: What is Branding and Why Should you do it?
 - Effective Interviewing Skills
 - Crafting Your Resume and Cover Letter
- Workshop, "Mentoring 101: An Introduction for MIT Employees"
- Celebration at Boston Pride 2014, including marching in the annual parade

For more information, contact the co-leads of an ERG or Alyce Johnson (Manager of Staff Diversity and Inclusion, alycej@mit.edu) or Judith Stein (HR ERG Coordinator, jstein@mit.edu). For information on ERGs at Lincoln Lab: Contact Bill Kindred, 781-981-5380, bkindred@ll.mit.edu

