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

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: Acia Adams-Heath and Virginia Johnson (VPF). 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: Rupinder Grewal (Office of Sponsored Programs), Qian Kang (IS&T). Join their mailing list at: https://mailman.mit.edu:444/mailman/listinfo/apaerg.

Disabilities
The mission of the Disabilities Resource Group is to advance awareness and inclusion for people with disabilities at MIT. To support MIT’s mission through increasing the diversity of our community to more accurately reflect the diversity of the world at large. To provide a safe space for people with disabilities and their allies to share their stories and be heard, understood, and supported. “Nothing about us without us.” Co-leads: Barbara Johnson (IS&T), Elizabeth Thompson (Division of Student Life). Join the mailing list at disabilities@mit.edu.
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: Maria Barrios (Human Resources), Ana Ludwig (SHASS), Vivian Ruiz (International Scholars Office). 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), Lana Scott (MITx, Office of Digital Learning), Jessica Sumney (Sloan School of Management). Join their mailing list at: http://mailman.mit.edu/mailman/listinfo/qstaff.

Millennials ERG
The MIT Millennial Employee Resource Group seeks to engage members of the MIT community interested in topics and issues specific to the millennial generation, those born in the 1980s and 1990s. We seek to encourage understanding and growth across all generations of MIT employees. Through building a supportive network and professional development for all members of our community, we will create more opportunities and sense of belonging for all. We strive, through all endeavors, to give back and support the goals and work of the Institute as a whole by focusing on areas such as recruitment and retention. Co-leads: Kristin McCoy (Office of the Vice-Chancellor) and Kyle Bettencourt (Computer Science & Artificial Intelligence). Join their mailing list at https://mailman.mit.edu:444/mailman/listinfo/GenYers.

Women in IT ERG
The mission of the Women in IT @MIT ERG is to cultivate an inclusive environment that supports and encourages women to advance their skills and leadership potential through connection, mentorship, collaboration and discussion. This group shall serve as a forum for women to find their voice and be heard within the MIT community. Through networking, socializing, and professional development we hope to attract and retain women into MIT’s IT positions. Co-leads: Josee Lapointe (IS&T), Donyatta Small (Office of the Vice-Chancellor). Join their mailing list at women-it@mit.edu.

All ERGs are open to any MIT employee.

Sample ERG Past Activities (2016-2017)
- Professional Development workshops, including:
  - “How to Advocate for Yourself”
  - “Are You LinkedIn?”
  - “A Collaborative Initiative for Equal Pay for Women” from the American Association of University Women (AAUW)
- Japanese Tea Ceremony demonstration
- Community Dialogue: Candid Conversations
- Celebration at Boston Pride 2016, including marching in the annual parade
For more information, contact the co-leads of an ERG or Alyce Johnson, Manager of Staff Diversity & Inclusion, alycej@mit.edu or Libby Mahaffy, Diversity & Inclusion Specialist, lamaha@mit.edu. For information on ERGs at Lincoln Lab, contact Bill Kindred, 781-981-5380, bkindred@ll.mit.edu.