



MIT EMPLOYEE RESOURCE GROUPS (ERGs)

Report on the ERG Pilot Year

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MIT EMPLOYEE RESOURCE GROUPS (ERGs)

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“Since the Employee Resource Groups began 18 months ago, they have quickly become embedded in the fabric of MIT. I am grateful for the work that the ERGs do to help MIT employees experience the same feeling of inclusiveness and belonging that I have enjoyed here for 35 years.” (MIT President Rafael Reif, 6/2014)

EXECUTIVE SUMMARY

MIT’s Employee Resource Groups (ERGs) are one element of MIT’s strategy to support the EVPT Guiding Principles of “inspiring an inclusive and open environment” and “caring for and nurturing people” – a theme also consistent with President Reif’s vision for an inclusive and caring environment. We have completed the pilot year of ERGs and believe it was successful while also recognizing that developing and sustaining ERGs remains a work in progress.

The success of the pilots can be measured in the following ways. Long-term employees noted that they felt less isolated. There was increased networking among employees, which we believe leads to increased engagement. In addition, through our research, we learned that with increased engagement comes an enhanced level of productivity by employees (*Mercer Consulting, “ERGs Come of Age: The Evolution of Employee Research Groups,” January 2011, <http://www.mercer.com>*). We know that the ERGs gave employees numerous opportunities for professional development to build their careers at MIT; we have also seen informal mentoring relationships develop. We are convinced that the ERGs are a key element in President Reif’s wish for “practical change.” (*Reif Inaugural address, 9/2012*)

In their efforts to “advance understanding of staff diversity, community and inclusion and promote systemic changes in practices and processes” (*President Reif, 9/2012*), the ERGs have hosted a variety of activities and opportunities for members of the MIT community to come together for professional development, mentoring, and broader understanding.

We also understand the ERGs to be a work in progress because we need to build sustainable infrastructure based on the lessons learned during the pilot; we need to define and collect more specific metrics to measure the effectiveness of the ERG accomplishments; and we need to respond to interest in new ERGs, continuing to build broader engagement and participation of staff.

In this spirit, we also want to further engage MIT’s senior leadership and faculty to serve in an Executive Sponsorship role. Our current Executive Sponsors Ed Bertschinger and John DiFava play an active role with the ERGs. Their responsibilities include meeting with and advising the ERG co-leads and serving as a champion for that ERG (and ERGs in general) at MIT.



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In the four current ERGs, membership is in excess of 300 employees. Significant “lessons learned” thus far include:

- Attendance at ERG events clearly crosses identity lines – “proof of concept” that all ERGs are open to all employees.
- The co-leads found that learning from each other has been very helpful.
- Employees want these connections and will do their best to be involved.
- More time and resources are needed to take ERGs to the next level of impact.

What follows is an introduction to MIT’s Employee Resource Groups, their accomplishments, the challenges, and lessons learned. The appendices include more detailed information about each ERG and their activities.



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INTRODUCTION TO MIT'S EMPLOYEE RESOURCE GROUPS (ERGs)

ERGs are employee-led groups for employees with shared interests, issues, and a common bond or background who want to create a positive work environment at MIT by actively working to contribute to the Institute's mission, values, and efforts specific to inclusion, such as recruitment and retention.

MIT's Current ERGs *(For details, see Appendices 2-3)*

- African, Black, American, Caribbean @MIT (ABAC@MIT) ERG
- Asian Pacific American (APA) ERG
- Latino ERG
- LBGT ERG

MIT's Guiding Principles for ERGs

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

Benefits of ERGs for MIT

ERGs help to create an inclusive workplace by:

- Serving as a vehicle for leveraging MIT's distributed leadership model
- Contributing to an inclusive workplace through recruiting and retention, and by providing an informal welcome to new employees and networking and mentoring opportunities for their members
- Creating an open forum for staff who share common interests/concerns to meet and support one another
- Providing a resource to MIT leadership regarding staff/community issues, needs, and policies

Support by MIT Human Resources to ERGs

- Resources and information about the successful formation of ERGs
- Ongoing consultation about program design, effective meetings, communication strategy, etc.
- Modest financial support for ERG programming
- Training or orientation on relevant HR topics (e.g., recruitment and retention, current Institute diversity inclusion efforts)
- Assistance identifying and working with an Executive Sponsor
- Endorsement of ERG activities as part of MIT's Diversity and Inclusion efforts



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PROMOTING MIT'S VISION OF AN INCLUSIVE COMMUNITY THROUGH ERGS

Since his appointment as MIT's 17th president, President Reif has consistently remarked on his commitment to the values of inclusion, empowerment, creating community so that everyone at MIT is able to do his/her best work. We are fortunate to have such clear commitment and leadership for the work and mission of ERGs from the Institute's senior leadership. A few examples:

"The values I most cherish include:

A commitment to equity and inclusion, and to keeping our community open and diverse by every measure, including race, gender, religion, nationality, sexual orientation, disability and socioeconomic background... "

*President Rafael Reif, [Remarks to the Community on his Election as 17th President of MIT](#)
May 16, 2012*

"I will lead MIT to continue to make significant contributions in the area of race and diversity, equity and inclusion. From the findings of the Initiative on Faculty Race and Diversity, and the reports of the Institute Diversity Summit, we have many compelling suggestions for practical change. These include better ways to search for and mentor new talent, and to improve the orientation process for new members of our community. I am asking every member of the administration to work closely with me to make sure that our best practices become the norm across MIT."

*President Rafael Reif, Inaugural Address
Friday, September 21, 2012*

"Our aim is for everyone here to feel, as so many of us already do, that MIT is home."

*President Rafael Reif, Creating the position of Institute Community and Equity Officer
April 11, 2013*

Employee Resource Groups at MIT represent the "*practical change*" President Reif desires to enhance inclusion for all at MIT, including MIT staff. Employees who participate in ERG activities report feeling less isolated and more engaged. Research shows that with increased engagement comes an enhanced level of productivity by employees. (*Mercer Consulting, "ERGs Come of Age: The Evolution of Employee Research Groups," January 2011, <http://www.mercer.com>*). Leveraging the diverse experiences and backgrounds of their members, MIT's ERGs have advanced understanding and addressed inclusion issues in tangible and concrete ways. The grassroots approach ERGs use to build an inclusive community is consistent with MIT's approach to *social intrapreneurship*, a key way that MIT leverages its diversity to strengthen its own community.



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ACCOMPLISHMENTS OF THE PILOT ERGS

Several themes emerged in the pilot year of ERG events, offering the MIT community a variety of opportunities to get connected and stay engaged. See Appendix 4 for a detailed list of ERG activities.

Talent Development: A variety of workshops on building a career at MIT, personal branding, networking, interviewing, and resume writing.

Professional Development: Workshops on performance reviews, lessons learned in navigating the MIT culture, micro messaging, mentoring, and technology.

Networking: Early morning coffees, a tour of an MIT gallery and library, a departmental open house, speed networking, cross-cultural events.

Speakers: Talks/readings from MIT current and retired faculty, presentations from local and statewide politicians.

The professional development of ERG members from these various opportunities carried over into their work back in their own departments, benefiting all of MIT.

In addition, we built a collaborative cohort of leaders by establishing the ERG co-leads team as a mechanism for developing skills in the area of project planning, organizing and facilitating meetings, team building, and leadership.

We are pleased to note that MIT's work with the pilot ERGs is gaining recognition from our peer institutions. In the pilot year, presentations about MIT's ERGs were made to the Higher Education Recruitment Consortium (November 2012), CUPA-HR National Conference (October 2013), CUPA-HR Eastern Region (March 2014), and the "Leading for Change: Diversity Practices in Higher Education" conference (June 2014).

One final accomplishment, which is particularly exciting, is the recognition of members of the ERG co-leads team with an MIT Excellence Award in the category of "Advancing Inclusion and Global Perspectives" in 2014.

When asked to highlight their accomplishments, the ERG co-leads included the following:

ABAC ERG

- The ERG brought awareness to minority populations; many minority employees met other minority employees for the first time
- Events were well attended; much positive interest and positive feedback
- We discovered that there are many layers to being a minority



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APA ERG

- We offered many events; served as a consistent presence for our members.
- Awareness of ERGs and their value has been raised within the MIT community.
- We created a successful leadership/planning model, including transition planning.
- Our programs were able to highlight both issues and opportunities at MIT.

Latino ERG

- Network has grown from under 10 to over 100 people; interest exceeded our expectations.
- We hosted different events every 1-2 months; partnered with other departments and groups for many of those events (See Appendix 4).
- Planning Team members have taken over the planning of ERG events.

LBGT ERG

- Compiling a list of more than 100 members
- Co-sponsoring (with Latino ERG) a discussion on leadership with Jarrett Barrios, a gay, Latino former Massachusetts state representative and senator.



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LESSONS LEARNED FROM THE ERG PILOT YEAR

ERG co-leads

- Learning from other co-leads has been very helpful. In addition, members taught the co-leads how to come together and start a project that will be beneficial in the future.
- ERGs have become an important part of MIT; employees really want these connections and will do their best to be involved. People attend events.
- Forming relationships outside the specific ERG is very important.
- Using a survey to identify member interests was helpful, as was having a set budget.
- Important to balance educational/professional development events with social time and informal networking.
- Time needed to be a co-lead was much more than expected; likewise, co-leads weren't prepared for the amount of accountability needed for hosting events.
- More time and resources needed to take ERGs to the next level of impact.

HR

- Attendance at ERG events clearly crosses identity lines – “proof of concept” that all ERGs really are open to all employees.
- ERG pilot co-leads bring very different skills, experiences, and ideas to the role of organizing an ERG.
- The time required for quality programming and events by the co-leads and/or their planning team members was challenged by competing priorities and regular work.
- Demands by the ERG co-leads from the Business Owner and HR ERG Coordinator for more accountability and time challenged the balance of MIT's highly entrepreneurial “let's just do it” culture.



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MEMBER TESTIMONIALS: IMPACT OF MIT'S ERGs

- My experience with APA has been really positive. Whether it is professional networking and development, the tour of IS&T computer room, or informal picnic lunches and coffee chats, I enjoyed them all and am always looking forward to the next meeting. It is through these APA colleagues and our shared enthusiasm, I feel welcomed and valued at MIT. *Qian Kang, IS&T*
- Before the ERGs were formed, I was contacted by various members of the MIT community about questions concerning outreach to the Latino community. Sometimes I had the answer and sometimes I didn't. Now that we have the Latino ERG, it has been great to reach out to the knowledgeable and resourceful Latino professionals here at MIT to address these questions and utilize one another's networks and personal experiences. *Gilbert Cordova, Materials Processing Center*
- As a new employee, I have enjoyed meeting fellow members/supporters of MIT's LGBT community through the LGBT Employee Resource Group. I can walk down the Infinite at any time and see many friendly faces that I've met through this ERG. MIT has long struck me as a place that is supportive and inclusive of diversity, and I am proud to participate in a group that helps LGBT employees connect, socialize, and support each other. It's one of the many things that makes me happy to work here. *JT Duck, Office of Admissions*
- By attending the ERG workshops, I am better prepared to be my best self when I come to work every day. I always look forward with excitement, to attend each session, knowing that I am building my professional development capacity. The ERG sessions have also helped me to network across various diverse groups. *Maxine Samuels, Research Laboratory of Electronics*
- It has been a rewarding experience being co-leads for the African, Black, American, Caribbean (ABAC) Employee Resource Groups (ERG). This enabled us to get together with others who share a common purpose, interest, and background at MIT. Our efforts with workshops and events have been around the areas of retention, community outreach, professional development, and cultural assimilation. We look forward to continuing the bonds and relationships that we have formed with other ERGs and our colleagues at MIT. *Suzette Clinton, Vice President for Finance & Cheryl Charles, Research Laboratory of Electronics*
- The APA ERG was a great resource for me in getting connected with the wider MIT community when I first arrived at MIT. The ERGs helped to nurture a sense of community and belonging here at MIT. *Jonathan Shek, Alumni Association*



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- The Latino ERG has given me the opportunity to network with members of the community and has provided me with resources through their activities for professional development. *Maria Barrios, Human Resources*

ERG “Give-backs” to MIT

As part of the ERG’s mutual commitment (MIT supports ERG – ERGs support MIT), ERG members, during the pilot year, participated as guest speakers in MIT’s New Employee Orientation (7 members, 9 sessions), represented MIT at the NSHMBA Career Fair, and worked on and participated in the Institute Diversity Summit.

We continue to seek specific opportunities that will allow the ERGs to “give back” to MIT.



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OPPORTUNITIES for the FUTURE

Wish-list from co-leads

- Improved communication; more robust website and calendar, perhaps for all ERGs.
- Clear transition plan for new co-leads as needed.
- More collaborative events with other ERGs and other campus groups.
- Need to find a way to create pleasant connections and discuss sensitive or touchy issues facing our members.
- More publicity about all of our events.
- Collaboration with other schools in the area.
- Additional funding from HR/MIT.

Wish-list from HR

- Additional budget to support newly formed ERGs at the same level that the current ERGs are being supported. We have received interest in starting three more ERGs.
 - Millennials
 - Veterans
 - Women in IT
- Enhanced role for ERG members in recruitment efforts in collaboration with central HR staffing function.
- Additional opportunities for professional development and mentoring for both ERG members and co-leads.
- Time/support to organize an ERG conference for area university ERGs.

APPENDICES

1. Brief history of ERGs at MIT
2. ERG mission statements and co-leads
3. ERG membership
4. Table of ERG activities by group
5. Framework for employee affiliations
6. Funding



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Appendix 1 Brief History of ERGs at MIT

MIT has a long history of Employee Resource Groups (ERGs) aka affinity group, i.e., groups formed around a specific interest, topic and/or identity:

- Working Group on Support Staff Issues (1975)
- Quarter Century Club (The original Silver Club dates back to 1946; the current re-formed Club began in 1974)

Lincoln Laboratory has three ERGs: Technical Women's Network, Latino, and New Employees ERG. In 2010-2011, the Human Resources Diversity Inclusion (HRDI) team began research on ERGs as a best practice for inclusion. We conducted:

- Literature search for best practices
- Benchmarking about current ERGs from Ivy+ and Boston Consortium colleagues
- Participation in Cornell University ILR course "Effective Affinity Groups"

In fall 2011, we began an ERG Discovery Team made up of five employees from four MIT departments. The group met for seven months, developed team practices, and analyzed best practices via literature and further benchmarking with Ivy Plus and local colleagues in higher education. The Discovery Team created guiding principles for our ERGs:

- ERGs should be open to all employees
- ERGs should promote diversity, openness, and inclusiveness
- MIT should provide Institute-level support for ERGs
- MIT HR should provide guidance for consistent framework for ERGs
- Participation in ERGs by the members of the Institute is voluntary
- ERGs should provide long-term business benefit to the Institute and professional/personal benefit to participants

In fall 2012, three ERGs began: ABAC @ MIT (African, Black American, Caribbean@ MIT); Latino ERG; and APA ERG (Asian Pacific American). The fourth ERG began in April 2013, LBGT (Lesbian, Bisexual, Gay, Transgender).



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Appendix 2 ERG Membership

African, Black, American, Caribbean @MIT (ABAC@MIT) ERG -- 134 members

Asian Pacific American ERG -- 118 members

Latino ERG -- 105 members

LBGT (Lesbian Bisexual Gay Transgender) ERG -- 114 members

Many are members of multiple groups, which enhance the openness, our original intent. We have approximately 200 Administrative staff, 150 Support staff, 60 SRS staff and 11 Faculty counted as members. Membership comes from all areas of the Institute.



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Appendix 3 ERG Mission Statements

African, Black, American, Caribbean @MIT (ABAC@MIT) [134 members on mailing list]
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.

We strive to promote individual and collective growth through various resources and networking opportunities, focusing on areas such as recruitment, retention and development opportunities. Additionally, we work to strengthen the values of MIT by being inclusive and open to differences so that everyone feels valued and welcomed.

This group is open to all members of the MIT community.

Co-leads: Cheryl Charles (Research Lab for Electronics), Suzette Clinton (Vice President for Finance)

Executive Sponsor: Edmund Bertschinger (Institute Community Equity Office)

APA (Asian Pacific American) ERG [118 members on mailing list]

The mission of the MIT Asian Pacific American Employee Resource Group is to foster networking, professional development, mentoring, and leadership opportunities with a focus on the recruitment, retention, learning, and advancement of Asian Pacific Americans at MIT.

Objectives:

- Embrace a culture of inclusion and build awareness and appreciation for diversity
- Facilitate networking and career development opportunities by connecting members with similar professional and personal interests
- Facilitate informal mentoring opportunities by providing guidance, advice, and training as well as sharing the exciting work being done throughout MIT
- Sponsor professional and personal development workshops, seminars, and lectures featuring distinguished speakers
- Ensure that information about events of interest and members’ achievements is effectively distributed throughout MIT
- Foster awareness of Asian Pacific American issues

The group is open to all faculty and staff in the MIT community.

Co-leads: Michelle Baildon (Libraries), Sophie Wong (Information Services & Technology), Nina Wu (Physics)



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Planning Team members: Magdalene Lee (Office of Major Agreements), Hema Fonseka (Dean for Student Life), Taeminn Song (Information Services & Technology), Qian Kang (Information Services & Technology)

Latino ERG

[105 members on mailing list]

Develop a network within the MIT community to promote the cultural diversity and professional development of its members, and thereby creating a supportive environment for the Latino/Hispanic community and contributing to the success of MIT's mission.

We seek to foster respect and awareness by contributing to the inclusive environment that results from a diverse community, assisting departments, labs, and centers in attracting and recruiting the best candidates, enhancing the professional development of employees, and recognizing members' achievements.

This group is open to all members of the MIT community.

Co-leads: Gilbert Cordova (Materials Processing Center), Maria Barrios (Human Resources), Felix DeLeon (Facilities)

Executive Sponsor: John DeFava (Facilities)

Planning Team members: Maria Aglietti (Materials Processing Center), David Castro-Olmedo, Marisol Diaz (C-SAIL), Elsie Otero (Office of Minority Education), Vivian Ruiz (International Scholars Office), Monica Orta (Office of the Dean for Graduate Education), Jennifer Quintero (HR-Payroll Service Center), Enrique Shadah (Industrial Liaison Program), Bori Stoyanova (Civil & Environmental Engineering), Olimpia Caceres-Brown (Libraries), Alessandra Rober Christensen (Global Education and Career Development Center)

LBGT (Lesbian, Bisexual, Gay, Transgender) ERG

[114 members on mailing list]

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.

The LBGT ERG is open to all MIT faculty and staff.

Co-leads: Abigail Francis (Division of Student Life), Lynn Santiago-Calling (Alumni Association), Tom O'Connor (Undergraduate Advising and Academic Programming)



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Planning Team Members: Shelly Barr (Lemuelson/MIT Program), JT Duck (Admissions), Tina Margiotta (Alumni), Christina Webster (Alumni)



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Appendix 4 ERG Activities: Fall 2013 – April 2014

Date	Program Name & Description	# of Participants	Sponsor?	What worked well?	Upgrades?
12/4/2012	APA ERG Kickoff lunch		HR/ERG		
Jan. 2013					
1/4/2013	ABAC Kick-off event: meeting and networking	~55	HR/ERG	Lots of excitement in room; brainstormed future activities for ABAC	
1/8/2013	APA Drop-in meeting	15	Libraries	Brainstormed ideas for APA activities	Meeting site (E51) may have been a bit remote for some
Feb. 2013					
2/22/2013	APA Skating at the Z Center	7	HR/ERG	Informal, chance to socialize. Nice to take advantage of MIT's facilities	
3/1/2013					
3/20/2013	APA Prof. Tunney Lee talk "Boston's Chinatown: Beyond Stereotypes, Food and Boundaries"	20	Libraries	Appealing speaker & topic. Chinese pastry for refreshments. (New) planning team helped with set-up/clean-up	
3/25/2013	ABAC Speed Network Primer: Thinking about Your Career	54	HR/ERG	Great energy in room; presenters & participants were engaged	8 presenters; fewer would have been more effective
May 2013					
5/1/2013	APA - "Performance Appraisal and Career" lunch with Toni Robinson	29	Planning Group members paid for refreshments	Excellent guest; timely topic. Speaker tailored to APA issues	No budget for refreshments



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5/30/2013	APA IS&T and Diversity	34	IS&T	Interesting presentation about sponsoring department; special invitation for new members. Vietnamese food tasty!	Needed more time to plan; some issues with distance from main campus. Better signage at entry to building.
June 2013					
6/10/2013	ABAC - Meet our Sponsor Ed Bertschinger	19	HR/ERG	Informal setting worked well. Exec Sponsor offered ideas about shorter mission statement, role of the ERGs in building community	
6/20/2013	Cross-ERG "Lessons Learned and Insights Gained: A Discussion of Diversity, Excellence and Institutional Knowledge	75	HR/ERG	Great panel representing variety of MIT experiences. Specific "lessons learned" share with participants. Event well-organized, help from all the ERGs	
July 2013					
7/23/2013	APA Maihaugen Gallery Talk/Tour of Lewis Music Library	9	HR/ERG	Free event; great speaker/tour leader. End of day was good time for this event. Followed by a Happy Hour (well attended)	
Aug 2013					
8/14/2013	APA Picnic in Building 14 Courtyard	20	participants self-paid	Location was good; food great. Lots of participation esp. since self-pay. Planning Group very helpful with arrangements	
8/15/2013	Latino -- Professional Networking Dialogue: How Technology and Networking Converge – discussion on utilizing LinkedIn and networking with Laura Duvall and Karina Arnaez	30	HR/ERG	God insights about using Linked In for networking and career development	



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Sept. 2013					
9/13/2013	ABAC - Welcome Back (brown bag lunch)	20	HR/ERG	Casual event; members raised issues and ideas for the ERG.	
9/20/2013	LBGT ERG - Kick Off	27	HR/ERG	There was great attendance. People talked to one another, gave feedback, networked, and hung around afterwards	This event was great. Possible changes would be better "advertisement."
Oct. 2013					
10/9/2013	Latino - Branding Yourself: What Is Branding and Why Should You Do It? – discussion on personal branding with speaker Marilyn Santiesteban of Bentley University	65	School of Architecture + Planning	Open to all ERGs. Much positive feedback.	
10/17/2013	APA - Leland Cheung (MIT Alum, Cambridge politician)	15	HR/ERG	Compelling guest with interesting viewpoint about how his APA background/heritage affective his career	
10/23/2013	LBGT History Month/Networking event	22	HR/ERG	People were happy to hang out and just connect with one another after work	
Nov. 2013					
11/13/2013	ABAC - Crafting your Resume and Cover Letter (presented by Michele King and Suzette Clinton)	24	VPF	Highly practical & interactive. Informative, engaging and lively.	
11/18/2013	All-ERG "Mentoring 101: An Introduction for MIT Employees"	53	HR/ERG	Overview on mentoring great. Opportunity for discussion very useful. Mentoring pairs on panel very helpful to hear.	
11/21/2013	ABAC - Effective Interviewing Skills (presented by Michele King and Suzette Clinton)	17	HR/ERG	Effective handouts and tools; included exercises and mock interview.	



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11/21/2013	LGBT - Breakfast Networking	8	HR/ERG	The group was small but thoroughly enjoyed one another's company.	Better advertisement
Dec 2013					
12/3/2013	Latino/LGBT - Lunch with Jarrett Barrios, CEO of American Red Cross of Eastern MA	40	HR/ERG	Planning between two groups worked well. Speaker brought great insight to topic	Great to have follow-on to this event. More discussion.
Feb 2014					
41674	APA - Celebrating the New Year Across Cultures	38	HR/ERG	We showed video examples on how people across Asia would celebrate the new year. Afterwards, we opened the floor up for members to share their personal stories about customs and traditions in relation to celebrating the new year.	In addition to video clips on Asian cultures, next time we can also include videos of celebrations outside of Asia.
2/14/2014	LBGT Spring Semester/Valentine's Day Ice Cream Social	~20	LBGT@MIT	Since this was sponsored with a student organization, the hope was for students to see LBGT identified and friendly staff and faculty.	
2/21/2014	APA - Alien Citizen -- cosponsored with Women & Gender Studies and Anthropology Program	4	HR/ERG	Small turnout but very low effort. Nice to partner with other areas of MIT	
2/21/2014	ABAC - Black History Month Ice Cream Social	44	HR/ERG	Included informal networking and trivia contest about Black history at MIT. Who knew there was so much!?	
March 2014					
3/11/2014	Latino - Managing the Micros: Small Actions, Big Impact. Speaker Anna Giraldo Kerr	30	HR/ERG	Topic very interesting. Opportunity to discuss micromessages specific to Latino employees	



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3/13/2014	LBGT -Coffee Hour at Stata	7	HR/ERG	Small group, but good conversation	Better advertisement
3/14/2014	APA - film <i>American Revolutionary: The Evolution of Grace Lee Boggs</i> . Sponsored by Women & Gender Studies	2	HR/ERG	dinner/meet-up before the movies. Small APA turnout but low effort. Nice to partner with other areas of MIT.	
April 2014					
4/7/2014	LBGT - Pizza after hours at the Muddy	12	HR/ERG		Spread the word further in advance
4/9/2014	Latino - Preparing Professionals to Lead Effectively Through Objectivity. Speaker Prof. Elizabeth Thornton, Babson College	60	Facilities Operations	Well-attended by members from all ERGs	
Pilot Period					
7/2013-3/2014	APA - Ten informal coffee hours. Nine cosponsored with Latino ERG	2-8 each time		Informal, unstructured way to network. Much easier intro for new members. Discussion could be more intimate in such a small group.	



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Appendix 5 Framework for Employee Affiliations

Groups Without HR Support	Groups Supported by Human Resources	
AFFINITY GROUPS/ SOCIAL NETWORKS	COHORT GROUPS: Alumni of Learning Programs	(pilot) EMPLOYEE RESOURCE GROUPS
Informal Black Administrators Luncheon	Leader to Leader (L2L) Alumni Group	African, Black, American, Caribbean (ABAC)
Informal Asian Administrators Luncheon	Managers' Resource Group	Asian Pacific American (APA)
LBGT Issues Group	MITAAP2 (MIT Administrative Assistants Program)	Latino
	The Partnership Alums	Lesbian, Bisexual, Gay, Transgender (LBGT) ERG
		<i>(upcoming)</i> Veterans ERG

<p><u>Support from HR/MIT:</u> Usually none; groups are completely independent. LBGT Issues Group supported by the Director of LBGT Services</p>	<p>HR staff coordinates planning, often with planning team of program alumni</p>	<p>On-going consulting, training and oversight by HR ERG Coordinator. Limited financial support.</p>
<p><u>Membership:</u> Determined by participants.</p>	<p>Open only to alumni of the specific program</p>	<p>All ERGs open to any MIT employee</p>
<p><u>Benefits to MIT:</u> Affinity groups can contribute to the overall sense of inclusiveness at MIT</p>	<p>Continued learning promotes increased effectiveness in current positions</p>	<p>Will be called on to help with recruiting, retention and other key functions</p>
<p><u>Benefits to members:</u> Support, social contact</p>	<p>On-going learning & professional development; networking opportunities</p>	<p>Opportunity to explore common interests/identities. Leadership development opportunities. Increased network across MIT</p>



MIT EMPLOYEE RESOURCE GROUPS (ERGs)

Report on the ERG Pilot Year

Appendix 6: Funding

Each ERG was given an initial allocation of \$1,500 for the 2013/2014 academic year. The allocation increased to \$1,800. The intent was to use these funds for food, speaker fees, and other costs. ERG co-leads were responsible for tracking their ERG's expenses. HR was also responsible for central tracking.

ERG co-leads were also encouraged to approach their Executive Sponsor and/or their department's leadership to request additional funding support for ERG work. Some departments supported events/ERGs directly involving staff in their areas. Others made their contributions in support all of the ERG's work.

The following departments shared sponsorship of the ERGs:

- Libraries supported a speaker, Professor Emeritus Tunney Lee, "*Boston's Chinatown: Beyond Stereotypes, Food and Boundaries*" (APA, March 2013)
- IST provided lunch at an open house, "Diversity in Action in IS&T" (APA, May, 2013)
- School of Architecture and Planning provided lunch and logistical support for the session on "Branding" with Marilyn Santiesteban (Latino ERG, October, 2013)
- The Vice President for Finance Office provided lunch for a two-part career workshop series (October 2013)
- Executive Sponsor John Di Fava supported the lunchtime speaker, Professor Elizabeth Thornton, Babson College, presenting "Preparing Professionals to Lead Effectively Through Objectivity" (April 2014)

In addition to the budgets for individual ERGs, a portion of the overall ERG budget was available for large, cross-ERG events (e.g. Mentoring 101 - November 2013 and Year-End All ERG Networking, June 2014).