

# Employee Resource Groups

## Framework for MIT Employee Affiliations

| AFFINITY GROUPS/<br>SOCIAL NETWORKS    |
|--|
| Informal Black Administrators Luncheon |
| Informal Asian Administrators Luncheon |
| LBGT Issues Group                      |
|  |

Groups without HR support

| COHORT GROUPS:<br>Alumni of Learning Programs   | (pilot) EMPLOYEE RESOURCE GROUPS               |
|---|--|
| Leader to Leader (L2L) Alumni Group             | African, Black, American, Caribbean (ABAC)     |
| Managers' Resource Group                        | Asian Pacific American (APA)                   |
| MITAAP2 (MIT Administrative Assistants Program) | Latino   |
| The Partnership Alums                           | Lesbian, Bisexual, Gay, Transgender (LBGT) ERG |
|   | <i>(upcoming)</i> Veterans ERG                 |

Groups supported by Human Resources

### **Support from HR/MIT:**

Usually none; groups are completely independent. LBGT Issues Group supported by the Director of LBGT Services

HR staff coordinates planning, often with planning team of program alumni

On-going consulting, training and oversight by HR ERG Coordinator. Limited financial support.

### **Membership:**

Determined by participants.

Open only to alumni of the specific program

All ERGs open to any MIT employee

**Benefits to MIT:** Affinity groups can contribute to the overall sense of inclusiveness at MIT

Continued learning promotes increased effectiveness in current positions

Will be called on to help with recruiting, retention and other key functions

**Benefits to members:** Support, social contact

On-going learning & professional development; networking opportunities

Opportunity to explore common interests/identities. Leadership development opportunities. Increased network across MIT