



EMPLOYEE RESOURCE GROUP: STRATEGY 2021

EMPLOYEE RESOURCE GROUP: STRATEGY & ACTION PLAN

ERG:

NAME:

EMPLOYEE RESOURCE GROUP: STRATEGY
BUILDING A FOUNDATION



MISSION STATEMENT

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TERMS OF REFERENCE

Your mission statement and objectives will inform your terms of reference and become the blueprint for achieving 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 engagement 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.

OBJECTIVES

CORE GOALS (IN ORDER OF PRIORITY)	SHORT OR LONG TERM (THIS YEAR, ONGOING, ETC.)
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EXTRA RESOURCES



STRATEGY & MISSION

Video: [Building a strategy](#)

The long read: [How to determine your purpose and goals](#)

EMPLOYEE RESOURCE GROUP: STRATEGY
COMMITTEE



COMMITTEE

CORE COMMITTEE

ELECTED	POSITION	NAME	CONTACT	ROLE & RESPONSIBILITIES
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OTHER SUPPORT

POSITION	NAME	CONTACT	ROLE & RESPONSIBILITIES

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.

ENGAGEMENT

STAKEHOLDERS AND AUDIENCE

	BARRIERS	SUPPORT NEEDED	SUPPORT GIVEN	OTHER
Senior Executives and leadership				
Core membership				
Line-managers and allies				
HR / D&I				
Other areas eg: comms				



ACTIVITY

COMPLETE	ITEM/TASK	DESCRIPTION	DEADLINE	OWNER	CONTRIBUTORS
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