Employee Resource Group fact sheets

These fact sheets have been designed to help you understand the unique needs of employee resource groups (ERGs). They will provide you with information on the value of ERGs and how to support these groups across your workplace.

The NSW Government is committed to creating safe, inclusive workplaces. These fact sheets recognise the importance of representation and elevating lived experience so that we can best reflect the diverse communities we serve.

There are two sets of fact sheets. One set is designed for Diversity and Inclusion (D&I) practitioners and the other set is for employees.

This set of fact sheets is designed for employees.

You can view the following 5 fact sheets within this PDF pack:

Employee set – Employee Resource Group fact sheets	
Fact sheet 1	Why get involved with an ERG?
Fact sheet 2	How to start an ERG
Fact Sheet 3	How to run your ERG – insights on governance
Fact Sheet 4	The crucial role of leaders for ERG success
Fact Sheet 5	Going the distance – sustaining your ERG

You are encouraged to view and share these resources widely within your teams and networks.

Thank you for your contribution to an inclusive NSW public sector.

Why get involved with an Employee Resource Group? (ERG)

For employees

This fact sheet series helps you understand Employee Resource Groups (ERGs) or employee networks. Use these practical suggestions and insights to uplift networks and build inclusive workplaces.

What's an ERG?

An ERG is a group of people with shared lived experiences, social identities and/or experiences, who meet and create a community in the workplace for connection, support and/or advocacy.

They are employee-led groups which are often backed by formal governance mechanisms and are supported by leadership.

ERGs are also safe spaces often open to allies and to people who support the ERG's cause.

A place to share lived experience

ERGs are communities built on lived experiences or shared identities. They are a great way to connect with other people who understand your unique perspectives and needs, and who can offer support and guidance.

They are also a way for you to contribute your valuable perspective and voice to the workplace. This is always optional and depends on how safe you feel in your agency.

ERGs often work to improve workplace cultures and provide psychological safety. You may find that you feel a sense of innate belonging and inclusion within your chosen ERG.

A way to reflect the communities we serve

To truly deliver for the people of NSW, we need to create workplaces that accurately reflect the diverse communities we serve.

Honouring representation and elevating diverse voices in the workplace help us develop practices and behaviours that are equitable and free from bias.

ERGs celebrate and explore diversity by focussing on multicultural communities, disability, carers, parents, LGBTQIA+, age equity, Aboriginal and Torres Strait Islander communities and more.

This is reflective of our wide and diverse customer base and helps us place unique stakeholder needs at the centre of our thinking and delivery.

An opportunity for building your professional skills

Setting up or joining an employee network offers you a chance to develop valuable networking, leadership, and communication skills.

This is because ERGs offer a platform for you to learn from others across your agency, expanding your professional networks and contacts, and skills.

Getting involved in your ERGs leadership team will also help you develop your leadership and communication skills.

Why get involved with an Employee Resource Group? (ERG)

Fact sheet 1

You will be able to explore skillsets that you may not be able to use in your everyday position in these specialised roles.

💡 **Handy hint:** You'll often need manager endorsement to join an ERG leadership position. Have conversations with your manager so that they can back you in your goals and support your involvement.

A chance for you to influence and advocate for positive change

Some ERGs are intentionally designed to advocate and influence across the workplace.

ERGs can be very successful in promoting changes using their forums, leadership support and membership base.

Many initiatives or programs that can benefit a workplace have had their origins in ERGs, including things like accreditation or policy change.

The input of ERG's can therefore lead to better and more informed decision making, especially if the ERG is regularly consulted.

💡 **Handy hint:** One way to maximise this opportunity is to invite consultation and offer the ERG's collective expertise on workplace priorities as a regular part of meetings.

How to start an Employee Resource Group (ERG)
For employees

This fact sheet series helps employees interested in getting involved with an Employee Resource Group (ERG). Use these practical suggestions and insights to uplift networks and build inclusive workplaces.

1. Consider your options and build your understanding

An ERG is a voluntary, employee-led group that connects members based on a shared lived experience or identity. They foster inclusion in the workplace and offer support, connection and/or advocacy opportunities.

Some things you should consider before proposing a new ERG include:

1. Whether a suitable ERG currently exists. First, check that there is no ERG in operation that meets your needs or focusses on your intended community.

2. Whether you're interested in creating an ERG or a Community of Practice ('CoP'). These are informal interest groups where membership is not set, but common interests discussed. They require less work for upkeep and still provide a place for discussion and debate.

3. Whether you can clearly define your potential ERG's primary goals and purpose.

4. Whether you have the capacity to commit to an ERG. Depending on your role in the network, you may be spending a minimum of 2 hours per week on the network.

2. Be able to clearly explain your ERG's purpose

ERGs vary in terms of their purpose, and they often evolve over time.

You should consider whether your ERG is primarily designed to:

- **Support employees** – offering a place for people with shared lived experiences or identities to uplift each other.

- **Provide networking opportunities** – as a place for people to develop contacts and expand circles within the workplace.

- **Advocate and influence** – as a proactive voice in the organisation that promotes organisational change.

While you can have more than one purpose, narrowing your focus (at least at the start of your ERG) can maximise your ERG's impact.

You may be able to expand your ERG's purpose and reach as your ERG grows.

Handy hint: These objectives are to be outlined clearly in your Mission Statement and Terms of Reference ('ToR'). This foundational document will help communicate your ERG's purpose to all incoming members and to your agency as a whole.

NSW
GOVERNMENT

3. Explore the environment and local context

Your agency's size, structure and geographic location impacts an ERG's scale and approach.

You should familiarise yourself with:

- your agency's strategic plan
- relevant demographic action plans
- recent employee experience data in the People Matter Employee Survey ('PMES')

Aligning your ERG with the goals and values of the organisation will help garner support.

Handy hint: Exploring existing ERGs by reaching out to co-chairs and your agency's DI team. Modelling your approach on successful ERGs will help save time.

4. Build your initial ERG support team and membership

You should have at least 10 interested employees who will form your initial ERG membership base. Work to assess interest in your ERG by speaking to colleagues in-person or via your internal communications channels.

Seek interim volunteers to fill key roles and responsibilities until you can elect for key leadership positions (e.g. co-chairs).

Your election process can be held after your Terms of Reference ('ToR') is finalised.

Handy hint: Building an initial support team will ensure you have the ground support to establish your ERG which helps share the workload.

You should consider capabilities and skills in assigning roles, together with lived experience and commitment.

5. Seek support

Building a successful ERG depends on collaboration and successful communication between various teams within your agency.

The role of your Diversity and Inclusion team is to enable ERGs by providing their specialist knowledge and understanding. Enlisting their advice early will help you develop productive working relationships and enable you to understand the business and mode of operation.

While the DI team is a foundational part of an ERG's success, attention should be paid to timeframes and expectations. Resourcing may mean that these teams require adequate time and notice, and that setting up your ERG may take longer than initially expected.

Handy hint: Ask the D&I team about the ways which they can support your ERG and help you align your purpose to the strategic initiatives of the organisation.

In return you should be able to craft a clear and accurate problem statement about why your ERG is needed. Come to the D&I team with an idea, plan and initial membership interest to help garner support.

6. Establish a strong governance framework

Good governance underpins all successful ERGs. It enables your ERG to communicate clear principles and objectives and sets out expected roles and responsibilities. This will help your ERG weather organisational, membership and leadership changes.

Some vital governance documents include:

- Terms of Reference ('ToR').
- Mission Statement/Charter.
- Roles and Responsibilities position descriptions.
- Detailed nomination and election process guide.

NSW
GOVERNMENT

- Documented approach to forums, channels and meetings.

💡 **Handy hint:** Elect a few people to draft the proposed ToR and present this to founding members for feedback and consultation. Once you have a draft ToR, submit this to HR for their review and insights.

7. Confirm senior leadership support

Once you have drafted a ToR and obtained your D&I team's oversight, you will need to consider your ERG's sponsor/s.

You should reach out to the D&I team to ascertain the agency's approach to securing executive sponsorship as this is typically managed centrally by this team.

Your executive sponsor is an important asset to your ERG. They can champion and uplift your ERG's priorities and objectives from a position of influence.

This working relationship will be one that is built over time and your co-chairs will be the primary contact between your ERG and the sponsor.

💡 **Handy hint:** It is always best to be transparent with your D&I team. Avoid reaching out to executives without your D&I team's knowledge and approval. They will help navigate working relationships and hierarchies, and this can help maximise impact and reduce miscommunication or misunderstanding.

8. Develop an ERG workplan

Once you have a confirmed Terms of Reference and have held an election process for your ERG's leadership positions, you will be able to begin on your workplan.

Taking a 12-monthly view of proposed activities and goals will help you build your ERG and ensure its longevity.

💡 **Handy hint:** Your yearly workplan will be a key document needing approval by the D&I team and your executive sponsor. Ensure you spend time drafting it and actioning any constructive feedback to create the strongest plan possible.

9. Confirm your budget and communication channels

Ask about your agency's allocated budget to help understand what initiatives you may be able to deliver.

You should also explore your agency's communication channels, policies and teams and decide how you will connect with your members (email, MS Teams meeting, MS teams/groups).

Aligning your ERG with your agency's other internal communication activities is important.

💡 **Handy hint:** Clarify what major events or days of significance will be run by your agency's Chief People Officer or internal communications teams.

Highlighting this in your yearly workplan will provide clarity and clear allocation of workload/time so there is no doubling of efforts.

10. Promote your ERG and measure its success

Once you have established your ERG it will be important to promote its activities and measure its success.

Developing collaborative partnerships with your internal communications team may be one way to help advertise your ERG's activities.

Handy hint: Consider assigning a membership manager and communications manager as key roles in the ERG. This will provide dedicated support for people interested in joining your ERG and help promote your ERG across the agency.

You also want to measure your ERG's success over time to show how your ERG is tracking.

Accurately capturing some key performance metrics is useful in assessing your progress.

Some things you consider measuring include:

- ✓ membership numbers
- ✓ delivered initiatives
- ✓ positive workplace changes
- ✓ member feedback and opinions (for example, through yearly surveys)

Handy hint: Be open to learning and system improvement. Learn how to seek and consider constructive feedback to change or alter your ERG's course/approach.

How to run your ERG – insights on governance
For employees

This fact sheet series helps employees interested in getting involved with an Employee Resource Group (ERG). Use these practical suggestions and insights to uplift networks and build inclusive workplaces.

1. What is governance?

Governance refers to how a group operates – from its everyday interactions with members, right up to the key decisions made by your ERG committee and sponsors.

It refers to the way a group or organisation acts, documents its approach, and undertakes its activities and decisions in a fair, transparent and supported way.

Good governance means that your members, leadership, and agency have trust in the integrity of your operations. Transparency and fairness are key values that underpin governance.

2. What is a Terms of Reference ('ToR')?

A Terms of Reference is the key governance document that will underpin your ERG.

This document helps a group clearly capture its purpose, intentions, and ways of working.

It is used to clearly outline information so that all members are aware of how the ERG will function. You might wish to connect with your D&I team or co-chairs from an established ERG to learn more about what makes a successful ToR.

Terms of Reference ('ToR') content	
Purpose	Main goals and objectives
Mission Statement or Charter	Values and principles
Roles	Who takes responsibility for certain actions (the complete responsibilities can be an appendix to the ToR)
Committees	How decisions will be made
Membership	How people may get involved
Engagement	Frequency of meetings, forums and activities
Financial information	Budget
Succession planning and tenure	How people are nominated and elected to roles and how they may be replaced
Integrity, ethics, and conflict resolution	Managing conflicts of interest and promoting ethical behaviours

NSW
GOVERNMENT

3. What is a Charter or Mission Statement?

A Mission Statement (also known as a Charter) is a written expression of your ERG's core values and goals.

It outlines the central purpose of your network and provides additional detail on expected attitudes and behaviours. It may be included in the ToR.

Handy hint: Keep your Mission Statement as concise as possible. It should capture the 3 or 4 most important principles of your ERG.

4. What are the essential roles and responsibilities in an ERG?

Ensuring your ERG is supported by strong leadership is vital to deliver your goals and distribute the ERG's work effectively.

The following roles will enable your ERG. Most positions have two people assigned to each function to share the workload.

1. **Co-Executive Sponsors** – aligning and championing the network, approving an annual action plan and budget, liaising with chairs. This will require the DI team's input and advice.

2. **Executive Champions** – senior leaders 'on the ground' who promote the ERG's activities and support employees to engage with inclusion in the workplace. They do not have the same decision-making capabilities as sponsors.

3. **Co-Chairs** – lead delivery of ERG's action plans and are responsible for strategic development and partnerships. They are responsible for reporting and take on the overall leadership position.

4. **Co-Secretaries** – manage meetings and collate of agendas, distribute of all required documents to participating members and ensure inclusion and equity.

5. **Treasurer** – oversees and maintain financial records and promotes compliant budget, expenditure and reporting.

6. **Communications Lead(s)** – provides communications support to the ERG for events, publicity and social media often in partnership with internal communications.

7. **Events Lead** – works to deliver social events and lead any activities on the annual plan that are not centrally delivered.

8. **Membership Lead** – encourages membership, supports respectful inclusion practices and increases engagement.

9. **Advisory Leads** – provides expert advice on current issues impacting the ERG's purpose and goals, including changes across the sector and in relation to legislation, policy, data, or new information.

Handy hint: Outline the time commitment expected of each role and the expected tenure. It's also useful to outline the notice required for vacating a role and maintaining a register of people shortlisted for the position (collated at each election).

NSW GOVERNMENT

5. How do you seek and secure supportive executive sponsors?

Work with your Diversity and Inclusion team to understand the composition of your agency in terms of executive leadership.

They will be able to advise you on the preferred approach to executive sponsors and can assist you in connecting with them.

Handy hint: Speak with your D&I team to understand the correct channels to engage with executive sponsors. Using the correct channels will help your enquiry reach the relevant teams successfully, ensures transparency and limits duplication.

6. How do you build productive relationships across your agency?

Your agency's size and composition will influence its complexity and your ability to promote your ERG.

It is useful to develop strong networks across teams to help navigate this space. This may mean reaching out to connect with D&I leads, the communications team, and other ERG networks.

Handy hint: Remember that building a culture of collaboration takes time. Celebrate progress as it occurs. Remember that a successful ERG is one that can be sustained.

7. What will your election and nomination process involve?

Holding an election to nominate and select the ERG committee is vital in maintaining transparency and fostering confidence in your network.

You may wish to establish an election process that can be run independently through your organisation's D&I team.

Some useful starting principles to consider include:

- Considering when elections are held – usually at annual general meeting.
- Confirming quorum – how many members are required to vote for a valid result.
- Confirm the majority needed for a vote to be successful.
- Consider the expected term from date of election and processes around resignation or vacated roles.

Handy hint: Consider whether you build in lived experience as a fundamental requirement of certain roles. This ensures representation and promotes equity.

8. What are your decision making forums and their frequency?

Decision making within your ERG should be transparent and supported by clear and consistent processes.

It is best practice to make decisions in consultation with the member base of your ERG. This may mean putting forward ideas at meetings and providing opportunity for feedback and input.

You should clearly express the approval process in writing in your ToR. For example, decisions are made when a Chair plus a certain number of committee members approve on a proposed course of action. All decisions and actions should be maintained in the minutes of each meeting.

Handy hint: Schedule your committee meetings before your ERG's general member meetings. This will help you report back to your network on significant decisions and upcoming projects or initiatives.

9. What are your communication channels?

Remember that your ERG will need platforms for connection and communication.

You should consider the modes of connecting with your membership base, including:

- Email.
- Microsoft Teams – chats and channels.
- Online communities – through Viva Engage or similar social media platforms supported by your workplace.
- SharePoint sites.
- In-person networking or social events.

Handy hint: Set up the channels as early as possible and ensure the Communications Lead is actively monitoring them. This will help keep up engagement and momentum and contribute to psychologically safe spaces. ERG members can connect and share on these platforms right from the start of your ERG.

The crucial role of leaders for ERG success

For leaders, D&I practitioners, and employees

This fact sheet supports your agency's employee resource groups (ERGs) or networks. Use these practical suggestions and insights to uplift networks and build inclusive workplaces.

Why is leadership support important?

Executive leaders play a vital role in organisational decision-making and serve as advocates and role models throughout the workplace. Executive leaders can influence change through their networks and by using their decision-making authority.

This makes executive leadership support of ERGs important for several reasons. The support of the right leader:

1. Provides visibility of the ERG across the workplace – as leaders can promote the ERG using their voice and presence.

2. Provides the right connections – as leaders can navigate various working relationships that can empower change or action.

3. Lends significant influence – as leaders can advocate for actions or initiatives from a position of respect and authority.

4. Provides appropriate decision-making channels and contributes to action – as leaders exercise appropriate delegations.

5. Demonstrates organisational commitment to inclusion and belonging by reflecting that sponsorship and inclusion is a priority in their workload.

What's the difference between an Executive Sponsor and an Executive Champion?

There are formality differences between an Executive Sponsor and an Executive Champion as outlined below.

Executive Sponsor:

✓ Highest level of leadership support
✓ Can make decisions relating to the ERG
✓ Selected by an agency head
✓ Formal role designated in the Terms of Reference

Executive Champion:

✓ Promotes ERGs without financial or decision-making responsibilities
✓ Uses their voice, platform, and commitment to raise awareness
✓ May be self-nominated or invited by the ERG
✓ May be involved for only a short period (rather than having a formal term)

An ERG may operate without an Executive Sponsor or an Executive Champion or have one or both roles to support its purpose. It is however not advisable to lack a sponsor.

What are an Executive Sponsor's key responsibilities?

Executive Sponsors have a broad range of responsibilities within an ERG.

NSW
GOVERNMENT

These include:

- Providing financial approvals for budget.
- Reviewing and endorsing action plans and activities.
- Providing advice on how to align ERG work to an agency's strategy and ways of working.
- Promoting the ERG across the workplace.
- Providing support and actively listening in ERG network meetings and forums.
- Building collaboration across ERGs.
- Advocating for the ERG in leadership forums.
- Authorising ERG committee members to spend time during work hours to further the ERG (by openly making it clear that ERG work is valuable and working to make this view and attitude the cultural norm).
- Helping to navigate sensitivities.
- Communicating with the agency's Secretary or head of department about the ERG's work and direction.

What makes an executive sponsor successful?

1. Being invested in the ERG's purpose

An executive sponsor needs to demonstrate that they genuinely care about the function of the ERG.

Executive Sponsors are those whose lived experiences or commitment to allyship help them understand the ERG's cause.

2. Being able to commit time

Supporting an ERG and elevating it for success requires a substantial investment of time.

Successful sponsors are those who input effort and energy into guiding the ERG on a regular and consistent basis. Sponsors therefore need to be able to prioritise time each week to supporting their ERGs.

3. Committing to tenure

Sponsors who can maintain their commitment to the ERG despite organisational changes help to stabilise leadership support of ERGs.

This may mean that an Executive Sponsor sits with a person, not a role. This offers flexibility as the sponsorship can continue despite the person moving positions across the organisation.

4. Facilitating relationships

Sponsors who use their contacts and networks to promote the ERG and enliven necessary decisions increase the effectiveness of ERGs.

Navigating the unique context and relationships in the organisation is one of a successful sponsor's most core skills.

5. Being available and visible

An Executive Sponsor's visibility in promoting the ERG helps people recognise the value, importance and presence of the community.

The sponsor should try to actively participate in key meetings, forums and discussions and be seen to be a true advocate for the ERG within the workplace and not just a figurehead.

6. Providing critical feedback and guidance

ERG members are often highly passionate about their proposed activities and plans. A good sponsor will be able to offer frank and critical feedback to help steer the ERG, providing input and guidance on proposed tasks or direction.

Sponsors are therefore able to keep the ERG 'on course' while helping them navigate, learn and develop a productive approach.

They are a sounding board for ideas and provide information on what can be achieved.

7. Sharing skills and promoting growth and development

Executive sponsors may offer mentorship to co-chairs. This sharing of knowledge is beneficial in creating skills and capabilities that benefit the ERG.

What actions can ERG chairs take to empower ERG sponsors?

For sponsors to maximise their support an ERG, there needs to be effective governance, communication and goals.

Some things sponsors will need from ERGs and chairs include:

✓ Clear outline of governance forums and mechanisms including who they are to work with directly, and what meetings they're required to join.

✓ Clear agendas, problem definitions and data. Being organised and providing sponsors with the evidence behind decisions will help them influence change.

✓ Time and space within the network to help build relationships and foster connections.

How can people managers support ERGs?

The role of mid-level managers cannot be overlooked in an ERG's success.

While sponsors and champions promote the ERG at the highest levels, managers 'on the ground' play an important role in empowering employees to access, join and contribute to these communities.

This means that managers should be briefed in:

✓ The workplace's current ERG landscape (including what ERGs are available and how to get in touch with them).

✓ Upcoming events run by ERGs especially around days of significance.

✓ The benefits of joining an ERG, including how they contribute to inclusion within their teams.

✓ The ability for employees to include ERG activity and work in personal development plans (PDPs) as recognition of the ERG's organisational value.

✓ How to support an employee who wishes to join an ERG in a committee capacity. This may be subject to discussion between manager and employee to ensure time management and performance needs are met. Managers should allow the employee time to support ERG work once these discussions have occurred.

3

Going the distance – sustaining your ERG

For leaders of Employee Resource Groups (ERGs)

This fact sheet helps Employee Resource Group (ERG) leaders design strategies for lasting impact and engagement. Use these practical suggestions and insights to uplift networks and build inclusive workplaces.

1. Develop an annual ERG workplan

Mapping out your ERG's strategic priorities and planned activities will help build transparency and accountability. This will help your DI team and Executive Sponsor understand the direction and resourcing needs your network requires.

Consider using a collaborative approach to design your workplan by consulting with your ERG committee and members at the beginning of each year. ERG leaders are encouraged to submit a draft workplan and action plan to your D&I team and sponsor for formal review and approval.

The workplan should span the course of a year and provide a high-level overview of all scheduled activities.

You may wish to consider:

- What events or dates are significant, and which will be locally run by your ERG?
- What budget will be assigned to each ERG activity (if any)?
- What dates are taken by other significant events or activities are planned within your agency?
- What events or activities will be formal and regular (annual general meeting, committee meetings) versus what activities are casual and optional (informal social gatherings)?

Handy hint: Map all activities out on a year-to-a-page calendar to help both your members and leadership teams know what's coming up at a glance.

2. What's the difference between a workplan and an action plan?

A workplan is a high-level overview of the ERG's strategy and direction. It briefly outlines the key dates and initiatives of your ERG.

An action plan is a more detailed explanation of the activities proposed on your yearly workplan. It identifies the key tasks required to deliver each initiative and clearly identifies who within your ERG needs to deliver specific tasks.

Action plans can become lengthy and complex. Keep it simple by identifying the most crucial steps for delivery.

Handy hint: Learn to evaluate the success of your action plans over time, noting what activities were successful and why. Use these learnings to improve your action plans over time.

3. Tips for aligning ERG goals to organisational strategies

Your agency's priorities are usually set for a period of several years in their strategic plan.

Understanding the direction and vision of your workplace can help you align your ERG's activities. Building a strong understanding of the purpose of your agency is therefore crucial.

Handy hint: Reference current strategic plans and action plans where possible and consider assigning a review role to a committee member to keep on top of changes.

4. How to sustain momentum and resource capability

Contributing to an ERG is voluntary and requires additional work on top of an employee's daily role.

Recognising and managing the additional time and effort required is crucial in reducing ERG fatigue and managing the risk of burn out.

Designing your committee in a way that shares workload (for example, by having two people per role) helps lessen this pressure. It's also useful to encourage skill-sharing so that committee members can be agile in delivery of the work.

When advertising for positions within your ERG, consider outlining the time required per week for each role. This will help incoming nominees understand the commitment required. It's also important to require management endorsement of applications for ERG roles.

Handy hint: Set realistic expectations. Focus on one or two key ERG priorities and build as the capacity of your network develops over time.

5. What to do in times of change or uncertainty?

Navigating uncertainty and change can be daunting and major flux may impact your ERG.

For example, a sudden change in executive sponsorship may temporarily leave your ERG without adequate leadership support, or an

organisational change may impact morale and momentum of members.

Keeping up with the regular, planned activities as best as possible can help deliver some stability. This may mean continuing to deliver on committee or network meetings whenever possible, acknowledging a difficult circumstance and providing an avenue for support.

It's also important to keep in touch with your Executive Sponsor for support and guidance.

Referring back to your Terms of Reference (ToR), workplan and action plan can also provide structure and security. Remember that your ToR is a foundational anchor.

If possible, you might also want to information-share between your ERG and other ERGs in your agency. This helps broaden your support base especially in challenging times.

Handy hint: Implementing a 'pause or pivot' mentality can also help deal with change.

Ask yourself and your committee members whether things need to be put on hold, or whether a change in direction is necessary.

Building agility and flexibility into your ways of thinking will help buffer the impact of change and is also a cornerstone skill for a successful career in the NSW public sector.

6. Think long-term about future opportunities and connections

As your ERG matures you may also wish to consider how to engage potential new members.

Think about building communication strategies to engage with graduates, new staff, potential allies and those incoming on secondments.

Your ERG will benefit from flourishing support if you're able to develop a truly inclusive outreach approach over time.

NSW
GOVERNMENT

7. Focus on building collaboration beyond your own ERG

It is useful to develop a collaborative spirit within your ERG.

Reaching out to other ERGs within your agency may help you deliver on important initiatives that consider multiple lived experiences and identities (also known as 'intersectionality').

Exploring intersectionality helps you understand how inequity can be compounded by those identifying with more than one diversity demographic.

For example, a panel for International Women's Day should consider the experiences of all women – from those with disability, those from culturally and linguistically diverse (CALD) and Aboriginal and Torres Strait Islander backgrounds, women from the LGBTQIA+ community, those who are carers and parents, and women from across all ages.

When your ERG is well-established, it is also useful to connect cross-sector for additional ideas and support. You may be able to secure additional funding and new ideas or initiatives by connecting in this way.

8. Develop an innovative and creative approach to problem-solving

Sometimes an ERG will be faced with challenges relating to budget or delivery.

Learning to tackle a challenge with creativity and perseverance may help you find novel solutions to problems.

This may mean that you may have to 'think outside the box' for solutions. Your broader ERG membership base, ERG leadership team and Executive Sponsor can be a good sounding board for these creative ideas

.