

An Analysis of Employee Resource Groups

Summer/Fall 2021



Survey sponsored by [salesforce.org](https://www.salesforce.org)

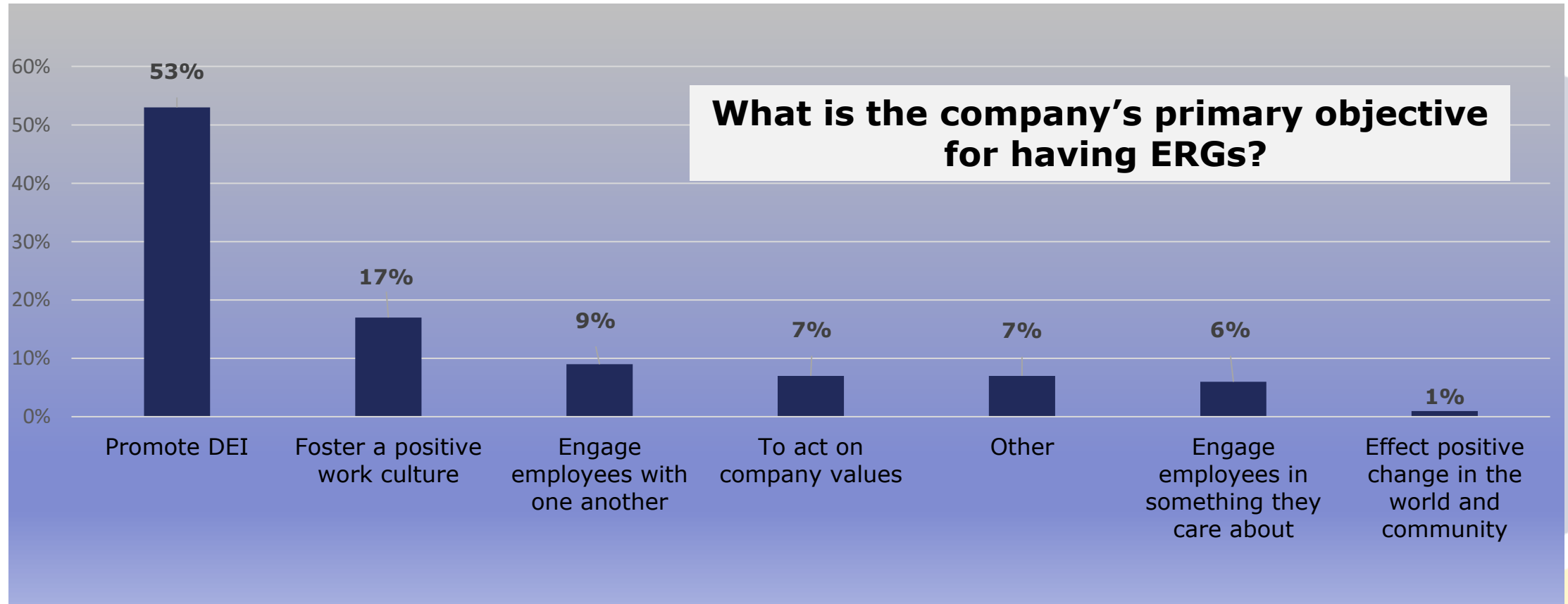
Demographics of Survey Participants

- 138 responses
- 62% of respondents represent mid-sized companies (5,000 – 50,000 employees)
- 67% are global companies
- 71% have between 1 and 10 ERGs currently
- Most respondents sit in a CSR role (37%), followed by HR (24%)

Key Takeaways

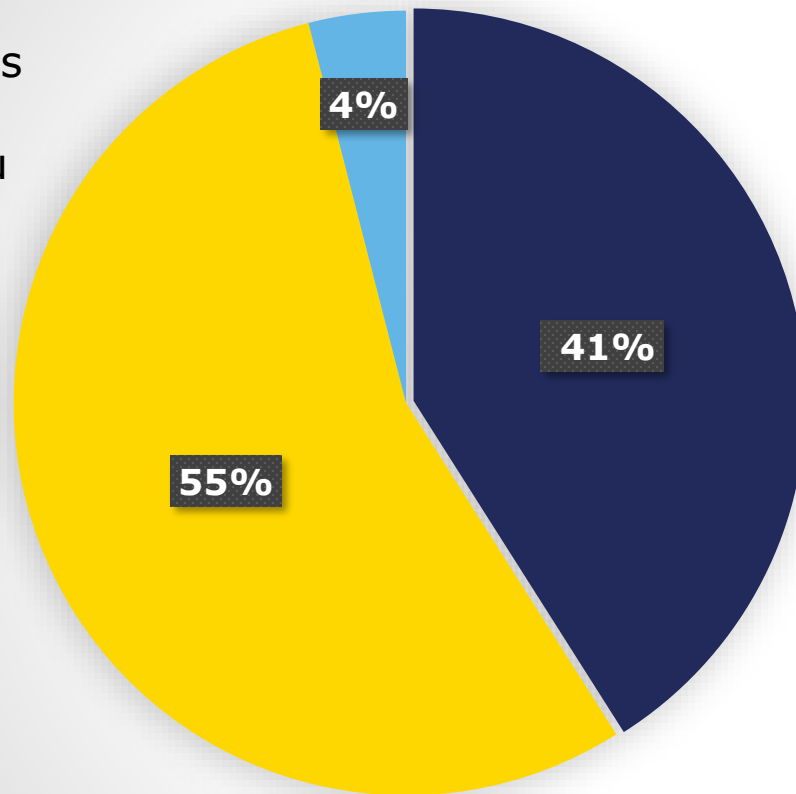
- ERGs are grassroots initiatives and are primarily organized for employees, by employees.
- More than 50% of responses indicated that ERGs are generally created at the behest of employees, although other leaders or departments may be involved in the process.
- The primary objective of ERGs is to promote DEI, followed by employee engagement.
- Most ERGs are funded by the company, but the specific department responsible varies.

The primary objective of ERGs is to promote DEI and employee engagement.



Most believe their ERGs are effective at achieving the company's primary objective.

Given your previous answer, how effective would you say your ERGs are at achieving your company's primary objective?



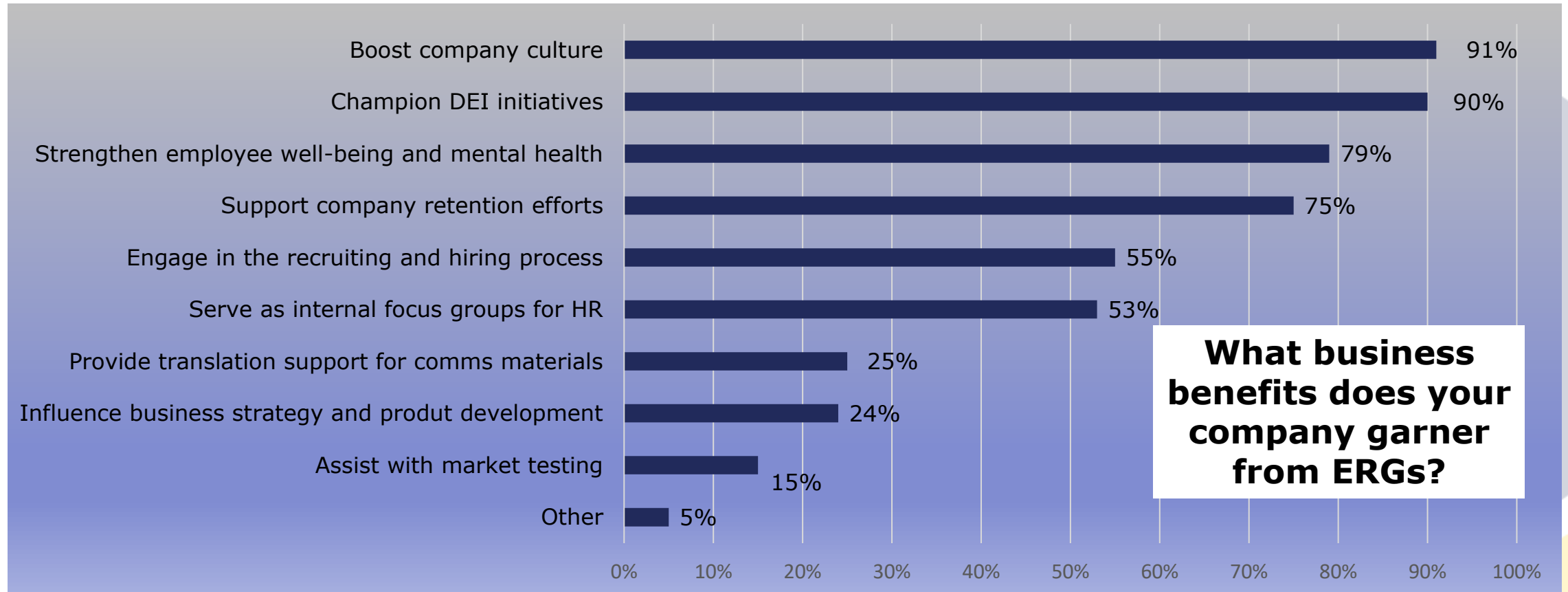
- Very effective
- Somewhat effective
- No impact

ERGs are supportive of and active in social responsibility initiatives including volunteer activities, workshops, and cultural activities.

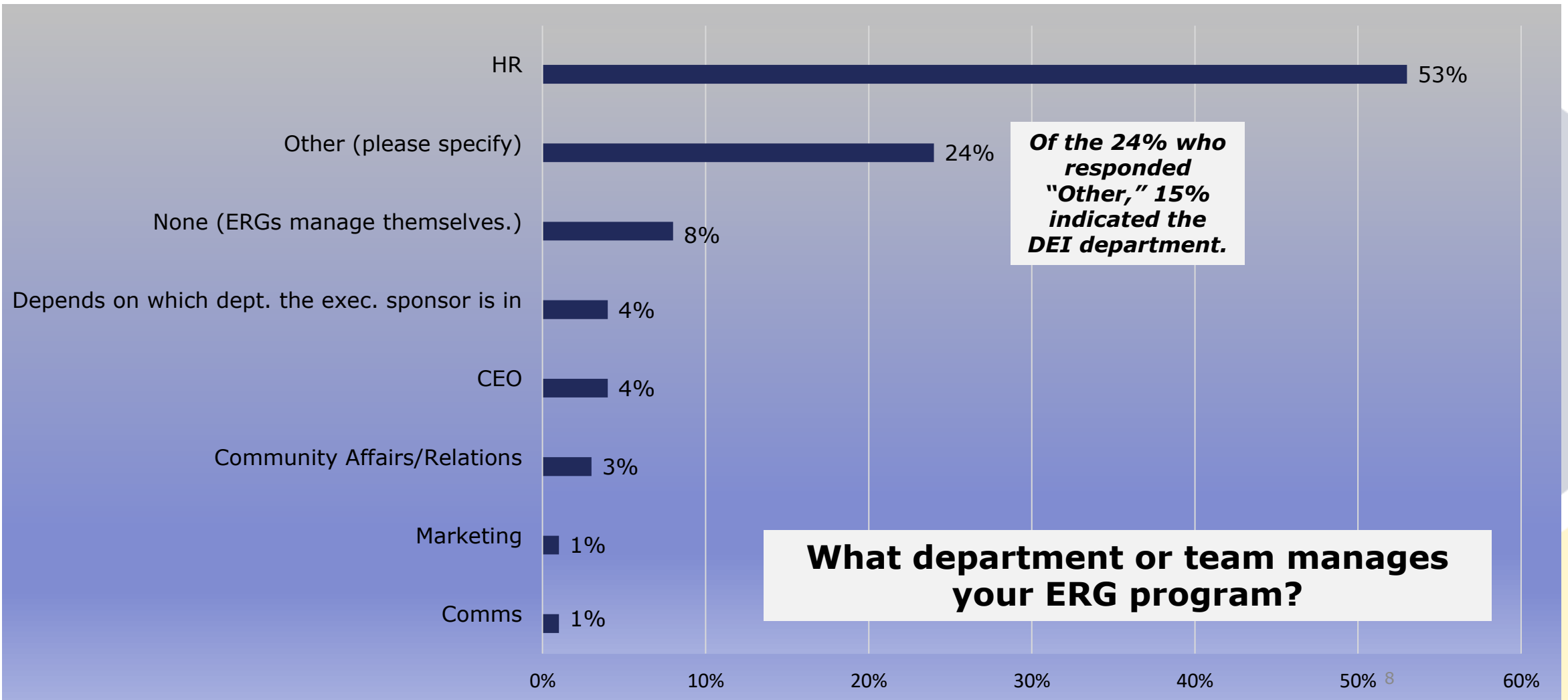


How do your ERGs support social responsibility?

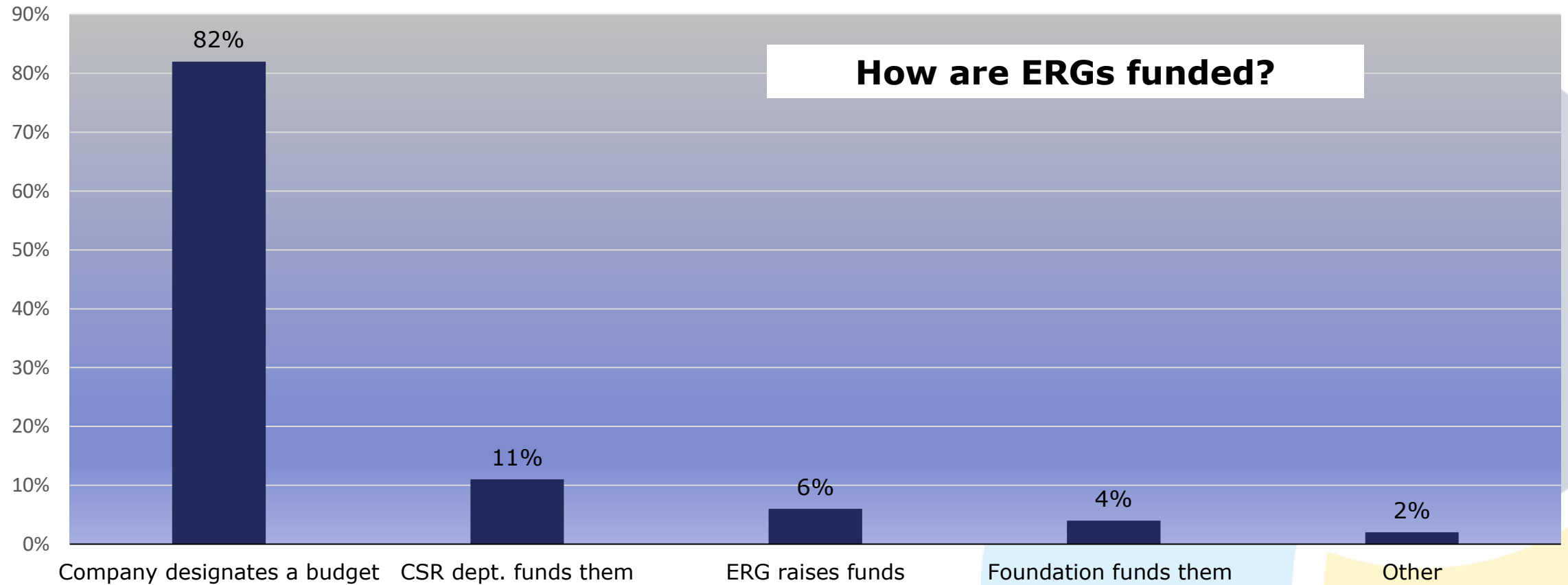
ERGs achieve several business benefits around corporate culture, employee well-being, and DEI.



The ERG program is most commonly managed by Human Resources.

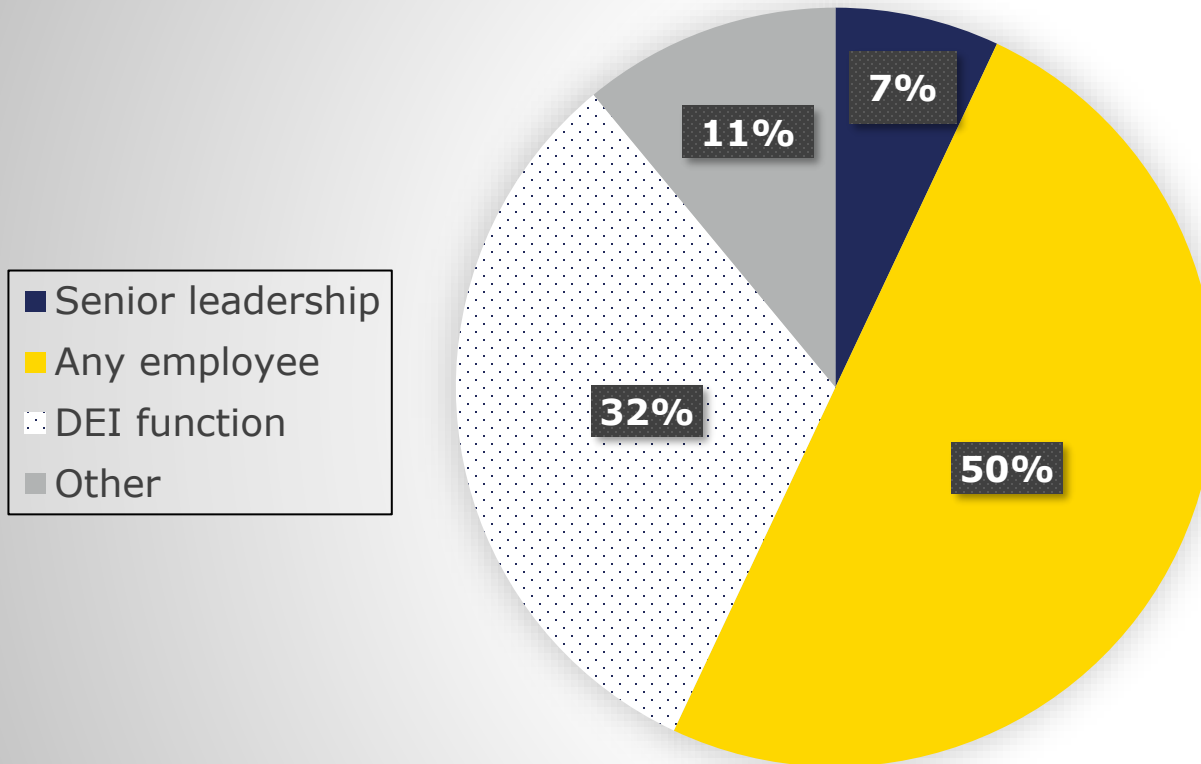


ERGs are most commonly funded by a company-designated budget.

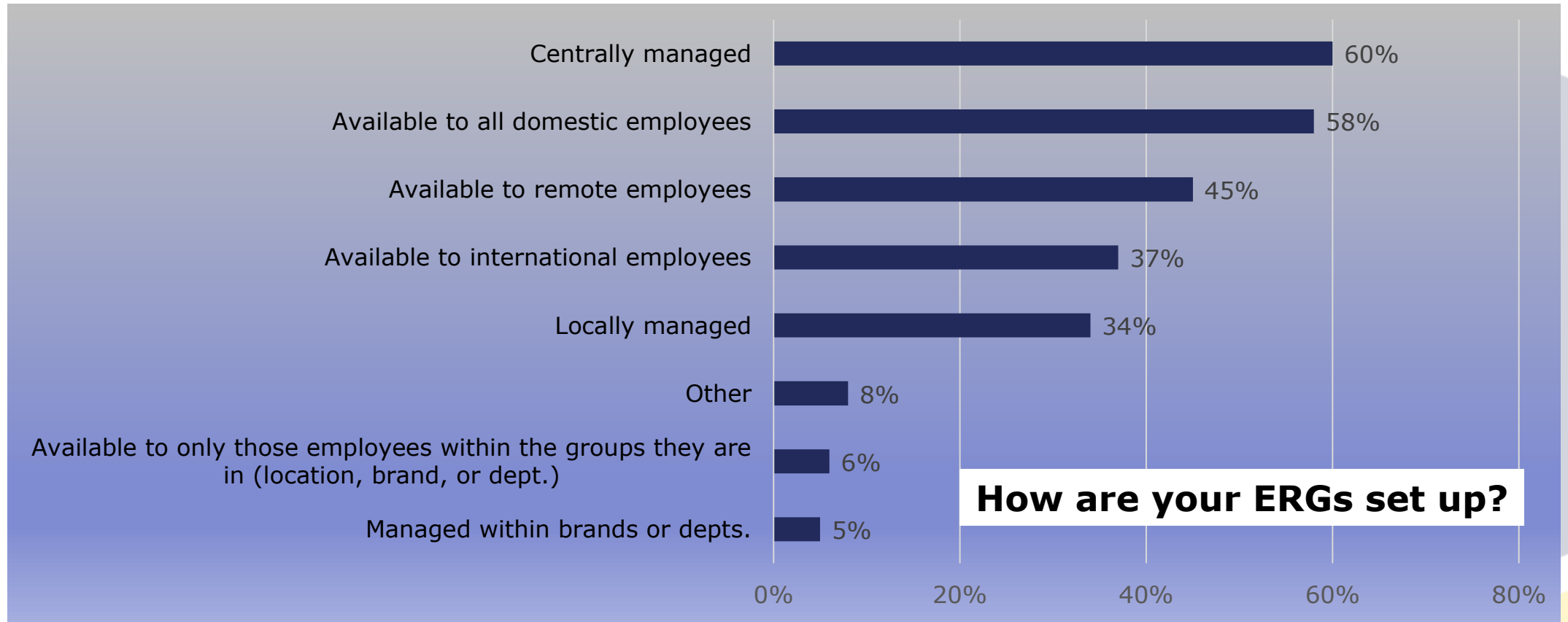


The creation of an ERG is most often initiated by an employee.

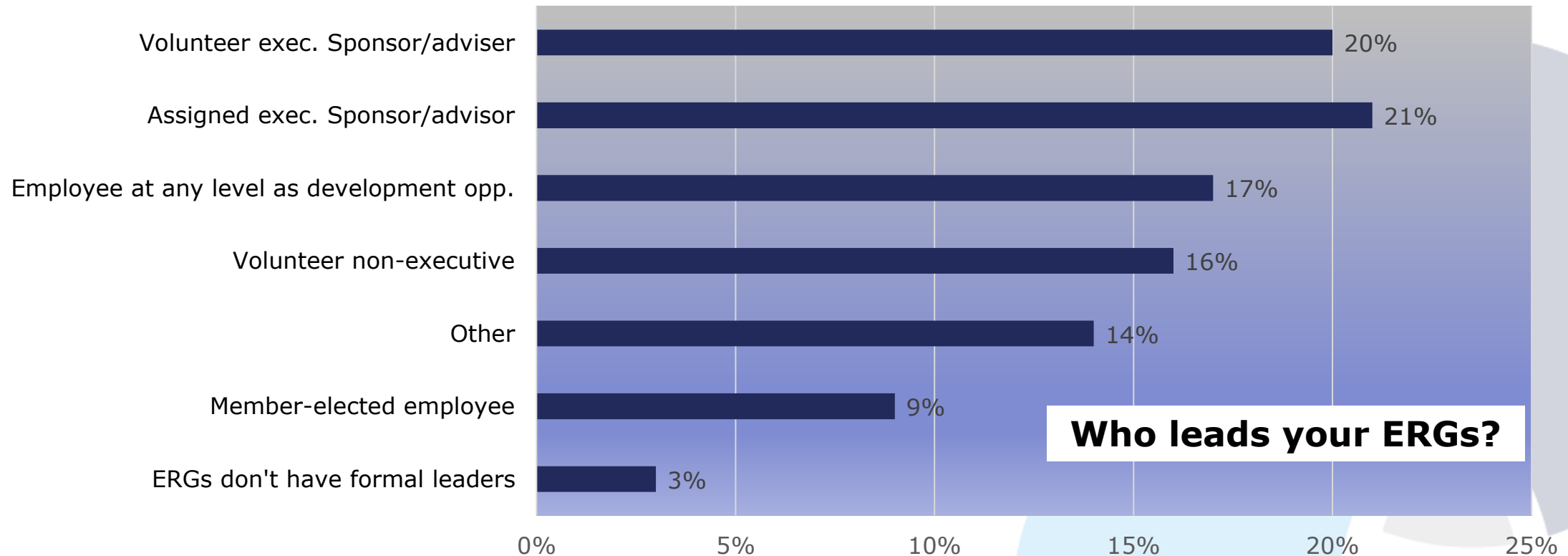
Who initiates the creation of an ERG?



ERGs are most often centrally managed, and are open and inclusive to all employees, including those working remotely.



ERGs are led by both executives and employees, serving in volunteer or appointed positions.



The majority of ERG leaders are not compensated or recognized for their work.

