BUSINESS OPPORTUNITY

Successful Diversity and Inclusion (D&I) Councils and Employee Resource Groups (ERG) help create a fair, trusting and inclusive environment for all in order to ensure that the best talent is attracted and retained, and individual potential is maximized. As a result, an organization’s effectiveness, productivity and profitability can increase. Developing an effective D&I Council or ERG can be a challenging task that needs to be approached with appropriate planning and consideration of a number of critical success factors. Lack of attention to best practices for creating D&I Councils or ERGs can impede the Councils’ or ERG’s effectiveness over time.

DESCRIPTION

Diversity Councils and Employee Resource Groups engage a cross-section of employees at all levels to guide the implementation of the organization’s diversity strategy. D&I Council and ERG development provides the support and counsel needed to build the infrastructure and support ongoing development of an effective and fully functioning Council or ERG by:

- Developing the Diversity and Inclusion Council or ERG Infrastructure
- Building the Diversity and Inclusion Council or ERG
- Kicking Off the Diversity and Inclusion Council or ERG
- Educating the Diversity and Inclusion Council or ERG
- Establishing Council or ERG Effectiveness Measurement Tools

For councils or Employee Resource Groups that are already established, D&I Council and ERG Development focuses on:

- Assessing Level of Council / ERG Maturity
- Developing Strategies for Increasing Council / ERG Effectiveness & Impact
- Facilitating Council / ERG Development Sessions

DELIVERY METHOD

- Facilitated by Kaleidoscope Group Consultants
- Train-the-Facilitator Process utilizing a Diversity Council or ERG Toolkit
- Co-facilitated by Kaleidoscope Group consultant and client facilitator

PREREQUISITES

None

TARGET AUDIENCE

Diverse members of the organization who have an interest in playing an active role in the Diversity Journey

UNIQUE ATTRIBUTES

Ability to assist Councils or ERGs at beginning, intermediate and advanced stages of development

OUTCOMES

- Increased effectiveness of D&I councils and ERGs by setting the proper foundation and infrastructure
- Council and ERG membership reflects a cross-section of the organization, possesses the qualities and meets the requirements necessary for a Council or ERG to be effective
- All employees are informed and engaged in the efforts of the Council /ERG on an ongoing basis
- The Council / ERG experiences a successful kick-off session and begins to develop as a team
- Assessment of Council or ERG effectiveness and identification of strengths and opportunities for improvement

CONTACT INFORMATION

O: 312.274.9000
E: info@kgdiversity.com

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