

IN THIS TOGETHER XERG COLLABORATION: THE NEXT BIG ERG THING

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Hello!



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Agenda

ERG Discussion

- A view on how ERGs are helping firms become better
- **Breakout:** What are your ERGs doing well and where would you like to see them do better?

The xERG Potential

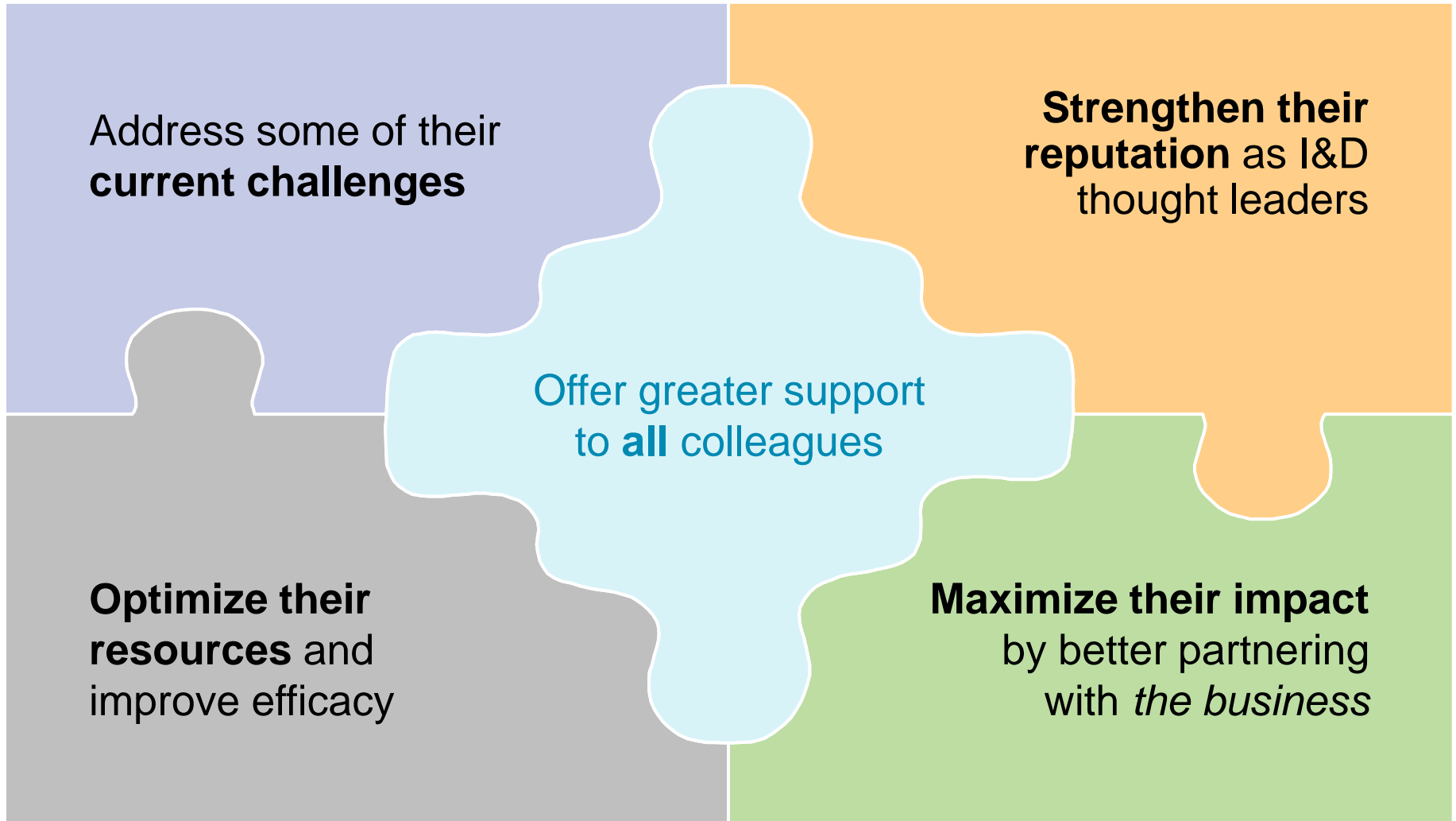
- A look at Oliver Wyman's unique xERG approach
- **Breakout:** How would you like to partner with other ERGs in your organization?

Takeaways

- **Breakout:** What do you hope to take back to your organizations, and how can we help?
- Planning and Q&A



Today, we want to lead a conversation about ways to help ERGs...



But what do **you**
hope to get out
of this session?



ERGs have a unique opportunity to shape the present culture and future direction of their organizations

ENABLING AUTHENTICITY

Colleagues feel confident bringing their whole selves to work

- Creating networks and mentorship opportunities
- Fostering safe and visibly inclusive spaces
- Organizing social and community-building events
- Allowing members to share experiences and challenges

GLOW

Gay, Lesbian, Bisexual, Trans*
and Allies at Oliver Wyman

FOSTERING INCLUSION

Differences are respected, valued, and leveraged

- Building awareness on identity-related topics through education
- Growing ally base
- Partnering with business on targeted interventions and improvements
- Ensuring consistency across offices or regions

By focusing on impact, ERGs can improve individual colleague experiences, organizational culture, and business outcomes



Impact

Maximizing your effect on members, culture, and business

ERGs have traditionally pursued culture change independently, focusing on one categorical area of difference

Outreach and advocacy

Social programming

Coming out support



LGBTQIAA – the alphabet soup
In a world of acronyms, what do all these letters mean?

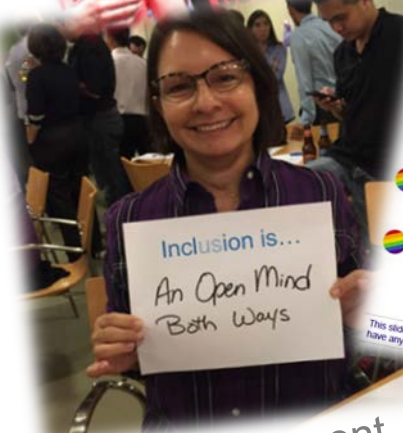
- L stands for Lesbian**
Women attracted to other women
 - G stands for Gay**
Men attracted to other men
 - B stands for Bisexual**
Attracted to more than one sex
 - T stands for Transsexual / Transgender**
Identifies as a different gender from that assigned at birth
 - LGBT, or GLBT, is the most common and globally recognised term**
 - Q stands for Queer**
Broadly used term
 - I stands for Intersexual**
Born with anatomy definition of male or female
 - A stands for Asexual**
No sexual attraction
 - A stands for Ally**
Straight ally supportive of the LGBTQIAA community
 - As actual vocabulary varies by geography (e.g. use of 'gay' is more common than 'homosexual' in UK), exercise caution and be aware of the geography-specific terms.**
- This slide is part of a new series produced by GLOW to bring understanding of LGBT topics to a broader audience. If you have any feedback, or topic you'd like covered, please comment on our [POW](#) page or email glow@glowinwales.com

Ally engagement

Awareness building

Community service

Member recognition



Breakout

What are your
ERGs doing well
and where would
you like to see
them do better?

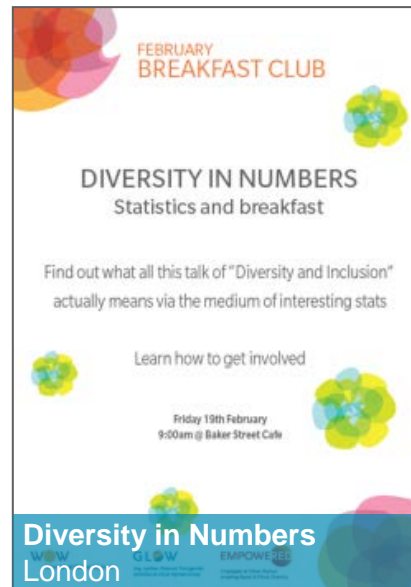


We have seen how collaboration across ERGs creates new opportunities to serve members and influence culture at large ...

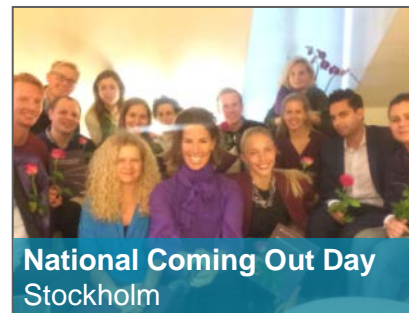
**Better support
intersectional identities**



Better address local needs



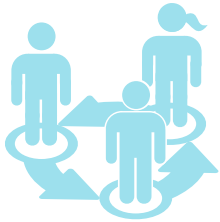
**Improve awareness in
places where certain
identities are not visible**



**Reinforce firm
I&D messaging**



... as well as improve ERG organizational efficacy and reputation



Org. Effectiveness

- Identify and prioritize common goals
- Know what's going on across different ERGs
- Find more opportunities to collaborate or support
- Share to get the most out of your resources (people, time, money, etc.)
- Connect members across ERGs to get more done in less time



Brand

- Think of ERGs as a collective brand (most of your company already does!)
- Position individual ERGs as specialist with specific expertise areas
- Be a brand ambassador to ensure collective ERGs are represented at the table
- Keep communications consistent and streamlined



Business Partnership

- ERG leaders can engage Senior Leaders more effectively and with less redundancy
- ERGs can team with business functions more holistically

Breakout

How would you like to partner with other ERGs in your organization?



Like all culture change initiatives, moving towards greater xERG collaboration can be difficult ...

“ I want to work on the issues that I’m most passionate about. ”



“ We spent years setting up our ERG and things are going well enough. I don’t want to do it over again. ”



“ Things already take too much time. I don’t want to deal with another layer of bureaucracy or added steps. ”

“ We’ve worked hard to build our reputation across the firm. I worry that we’ll lose support by association. ”



... but ERGs can overcome the challenges together with shared commitment



Collaborate, not compete

- Focus on common goals and shared accountability
- Increase visibility and communication across networks
- Share resources and best practices transparently
- Tackle big problems together



Think BIG

- Focus on impact and think about how goals contribute value to firm
- Don't underestimate the big impacts of quick wins
- Leverage xERG teams to execute high-impact initiatives



Be an ally

- Visibly demonstrate support across networks
- Cross-pollenate as a strategy (ideas, approaches, events, etc.)
- Move from “what’s in it for me” to “what’s in it for us”

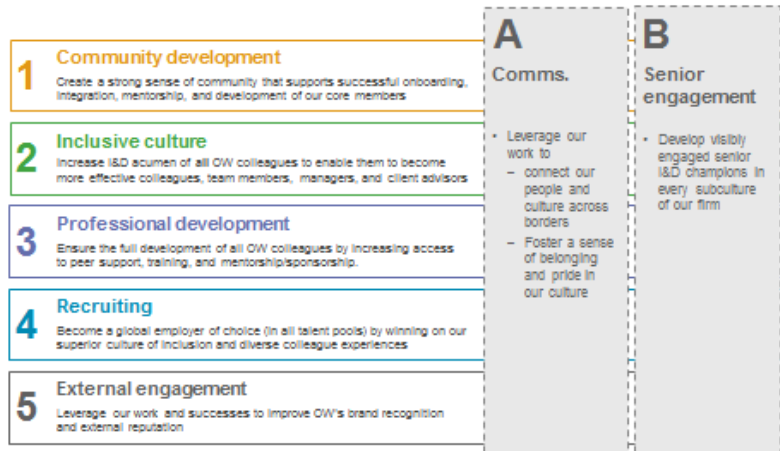


Be mindful of intersections

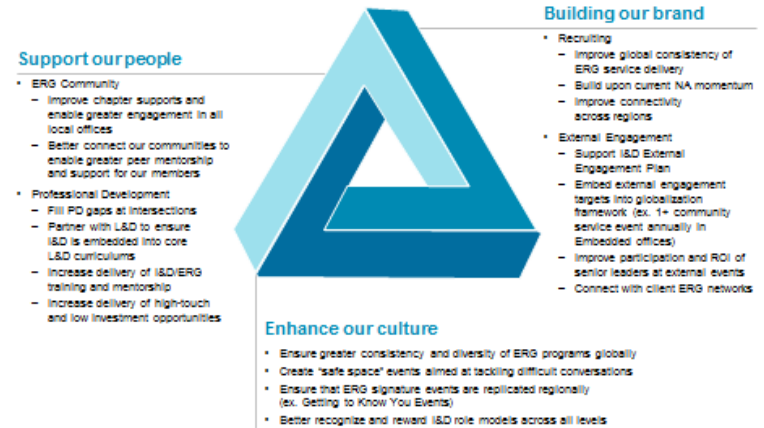
- Work together to provide support to colleagues at the intersection of multiple identities (...which is basically everyone)
- Ensure that intersectional voices are heard and championed

... and we've identified a few tactical approaches to facilitate the process

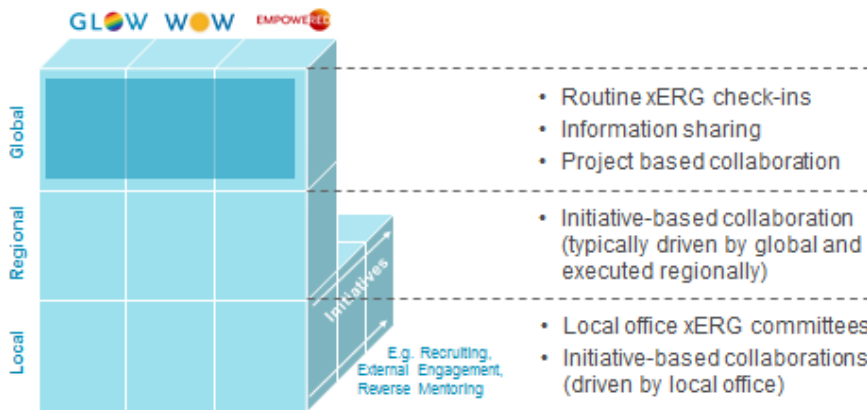
Develop a xERG Charter



Create an annual xERG strategy



Support xERG approach at all levels



Track progress consistently

Init. Area	Emerging (0-2 years)	Established (1-3 years)	Engaged (2-5 years)	Embedded (4+ years)
Directive Attributes	<ul style="list-style-type: none"> Newly formed Local leaders identified Establishing plans Strong central support required 	<ul style="list-style-type: none"> Established local ERG presence Growing desire for chapter autonomy Local initiatives driven by leaders 	<ul style="list-style-type: none"> Actively engaged by office leaders to meet local culture goals Local initiatives driven by core members Developing external presence and profile (likely with strong central support) 	<ul style="list-style-type: none"> Drive local office culture Actively drive enhancement of core business processes and policies Members work autonomously to innovate service levels Actively driving growth of external presence and profile
Primary Objectives	<ul style="list-style-type: none"> Complete chapter design Engage members Achieve office leadership buy-in Onboard local champions 	<ul style="list-style-type: none"> Grow member base Increase office visibility/impact Improve leadership engagement 	<ul style="list-style-type: none"> Increase office impact/influence (e.g. to enhance current processes & policies, training, recruiting...) Deepen PG/Function support Improve XERG/XCoCo relations Sign to build external profile 	<ul style="list-style-type: none"> Thought-leaders in I&D for local processes/policies Provide best practice examples for newer chapters Provide development opportunities for members Drive local brand building
Budget	Minimal	Small	Moderate	Large/co-allocated with ERGs
Local Internal Engagement Targets	<ul style="list-style-type: none"> Smaller offices: 1-2 events/yr Larger offices: 1-4 events/yr 2% of local office 	<ul style="list-style-type: none"> Smaller: 2-4/year Larger: 4-8/year 15% of local office 	<ul style="list-style-type: none"> Smaller: 4/year Larger: 6-12/year 25% of local office 	<ul style="list-style-type: none"> Smaller: 4+/year Larger: 6-12+/year 25%+ of local office
XERG Engagement	Reliance on XERG support to provide scale	XERG inclusion in events	Standalone scale	Actively mentor smaller ERGs
XCoCo Engagement	Not required, but encouraged (likely limited to sharing invites)	Not required, but encouraged (likely limited to sharing invites)	Not required, but encouraged	Not required, but encouraged
External engagement	Not required, but encouraged (likely limited to external speakers or nominations for awards)	Aim to engage external speaker for an event	Actively seek out opportunities to raise external brand - potential speakers and award nominations, sponsorships, etc.	Actively drive participation in external brand building - as for engaged, plus potential development of IC, etc.

Breakout

What do you hope
to take back to your
organizations, and
how can we help?



Got questions?
We're here to
help each other.



We want to see all ERGs succeed and we're to help!

#inthistgether



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