

# DIVERSITY & INCLUSION COUNCIL ERG DEVELOPMENT

## 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

## CONTACT INFORMATION

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## 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



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