

ERGs: a case study

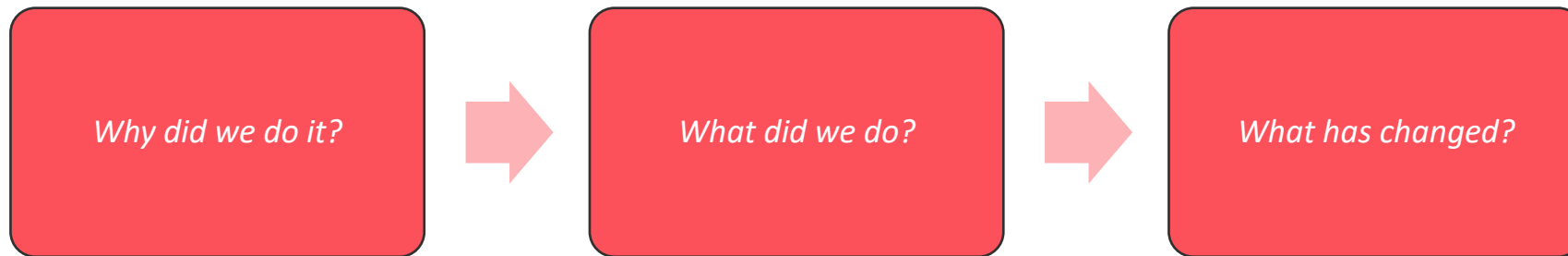
Fiona Bolton, Partner and Co-Chair of EMerge
Joanna Harris, Global Head of D&I
City HR Session
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EMerge – our race and ethnicity network



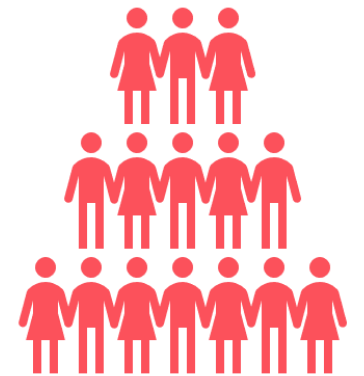
- ERGs/Networks/affinity groups: essential to building D&I (or RB) into culture/effecting change



Why did we do it?



- Previous networks/background
- Starting point: data – what is the issue?
- How did we approach it?
- Inclusion AND diversity
- Different approach



What did we do?



- Senior leaders and sponsors
- Ambitious plan – a journey
- Communications: launch, updates
- Formal and informal structures



What has changed?



- Senior leaders and sponsors
- Membership has trebled
- Our clients and contacts are part of our development – learning from others via the EMerge mentoring for example
- What are some of the significant changes we have seen?
Changes to PM process/EPG/Allies booklet/bolder approach



Learnings

