



BLACK ERGs ARE UNIQUELY POSITIONED TO HOLD COMPANIES ACCOUNTABLE

The recent killings of George Floyd, Breonna Taylor, and Ahmaud Arbery have brought about much pain, reflection, and a heightened sense of urgency for change in the workforce. As companies refocus their initiatives on racial justice and pledge to improve diversity and inclusion in the workforce, Black Employee Resource Groups are uniquely positioned to help pave the way for a more equitable future.

While only 0.8% of Fortune 500 CEOs are Black, 90% of Fortune 500 companies have ERGs. Now, more than ever more, companies want to hear what Black ERGs have to say. ERGs work best as partnerships with corporate leadership that lead to collaborative change. Black ERGs can help to educate and shape organizations by telling leaders where the problems currently exist and what the goals should be for long-term sustainable change.

Nationwide, Black ERGs have already taken actions in numerous ways:

- DoorDash's Black ERG worked in partnership with leadership to direct \$500,000 in funds for causes supported by the ERG. Their Black ERG also helped to create a plan of action for highlighting Black-owned businesses, donating to Black causes, supporting policies that reduce police violence, implementing procedures to curb bias in hiring, and establishing methods of corporate accountability
- SoFi is donating \$1 million to important organizations selected by Black members of their ERG
- Dell Technologies is collaborating with their Black ERG to reflect on recent events, and 20,000 employees listened to the ERG-led call expressing emotions from recent events and hopes for the future
- Companies like Salesforce and Wealthfront are proactively reaching out to their Black ERGs and create partnerships with organizations advocating for underserved communities



5 STEPS YOUR BLACK ERG CAN TAKE TOGETHER TO ADVOCATE FOR WORKPLACE EQUALITY

1. Hold internal meetings for Black ERG members

- Provide a safe space for Black employees to process their emotions, share past experiences, and support each other
- Discuss microaggressions, hiring disparities, implicit/explicit bias, and other unjust practices
- Brainstorm specific actions the company should take to make your workplace more equitable and inclusive

2. Engage in group activities that champion Black rights

- Organize groups to attend peaceful protests outside of work together
- Take time for communal activities that can improve your mental health
- Hold virtual phone banks to call local, state, and federal government representatives and police departments for justice

3. Take time to evaluate how your company can better support and represent you and send a set of tangible action items to company leadership

- See a [list of suggested company actions](#)

4. Express your needs to executive leadership with firmness and urgency

- You can hold a group call with leadership or send a letter to the CEO or other company leaders. See a [template letter for company action](#)

5. Lay out expectations for future communication, feedback, and accountability

- Set a timeline of when and how you would like the goals to be reached
- Establish monthly or quarterly meetings with leadership
- Deliver feedback that is specific and actionable for your company to improve

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