

External ERG Benchmarking

Public – Contains no confidential data

Companies Benchmarked with Faith Based ERGs

Companies Benchmarked and Interviewed

- Target Corporation
- Apple
- American Express
- Medtronic
- Ameriprise Financial
- Facebook
- Texas Instruments
- Aetna
- Rockwell Automation
- Ecolab
- CVS
- Salesforce
- Zurich Insurance
- Bosch
- Intel
- Dell
- Exxon Mobil
- Hewlett Packard Enterprise*
- Thomson Reuters*
- Cargill*
- Northwestern Mutual*
- JP Morgan Chase*

Additional Companies and Gov't Orgs Researched

- American Airlines
- Blue Cross / Blue Shield
- Ford
- Toyota
- KeyBank
- Accenture
- Merck
- IRS
- Fannie Mae
- USDA Forest Service
- Google
- KeHE

Companies Benchmarked and Interviewed

Interviews were with Faith-Based ERG contacts, including some email introductions to I&D leaders



TARGET CORPORATION

Findings

- D&I Leader: Caroline Wanga
Caroline.Wanga@target.com



Caroline A. Wanga

- Other interesting notes:

→ Target allows hobby groups, alumni groups, faith groups, and other types to exist

→ Target D&I leader has periodic “listening sessions” fostering discussion

→ Called Employee Resource Group (ERG)

Official ERGS

There are hundreds ‘recognized employee groups’ at Target range from wellbeing, technology support, personal development, culture, hobby, office location. You name it, not able to list them all here. Here are just a few that’s top of the list

- **Business Council**: Women’s, African American, Asian, Hispanic, LGBT, Volunteer etc.
- **Technology**: Mac Users, TTS, Adobe, etc..
- **Wellbeing/Support**: Benefit & Well-being, Parents & Family Network, Travel Services, HiTech, Target Wiki, Meal planning & recipe swap, etc..
- **Personal Development**: Leadership Development, Store Training, Learning something new, Answers & Ideas, etc..
- **Roles/Responsibility**: PM, TSS, Marketing, Property, etc..
- **Hobbies**: Pets, Running club, Hiking & Backpacking, Crafter, Quilting, Photography, Golf, Cycling, Book club, Blood drive, etc
- **Offices/Locations**: Target India, TXXX, TPN/TPS, TNC, CC, etc..
- **Religious Networks**: Muslim, Jewish, Christian, etc..
- **Collage/Hometown**: UOM, Scout, etc..

APPLE



Findings

- D&I Leader:
Bill Dawson
Global DNA Advisor
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- Other interesting notes:
- “We believe a welcoming community is important not just for Veterans, but for all our employees. So we created Diversity Network Associations (DNAs), which are communities centered around shared interests and beliefs.”

Official ERGS

- African American Employee Association Association
- Agnostic Community at Apple
- Amigos@Apple
- Apple Asian Association
- Apple Christian Fellowship
- Apple Indian Association
- Apple Jewish
- Apple Muslim Association
- Apple Sikhi Association
- Apple Veterans Association
- Pride@Apple
- Women@Apple
- Accessibility@Apple



Findings

Official ERGS

- D&I Leader:

Sonia Cargan

Globaldiversityandinclusion@aexp.com



Sonia Cargan
Chief Diversity Officer

- Other interesting notes:
- “As a part of our strategy, we remain globally focused on diversity and inclusion, while recognizing the local nuances in the key markets where we operate.”
- Called “Employee Networks”

- Asian Employee Network (ANA)
- Black and Asian Employee Network (BAAN)
- Black Employee Network (BEN)
- Virtual Working Employee Network (BlueEN)
- Jewish Employee Network (CHAI)
- Disability Awareness Employee Network (DAN)
- Generations Employee Network (GEN)
- Millennial Employee Network
- Hispanic Origin and Latin-American Employee Network (HOLA)
- Families at Amex Employee Network
- Muslim Employee Network (PEACE)
- PRIDE Employee Network
- Christian Employee Network (SALT)
- Veterans Employee Network (VET)
- Women’s Interest Employee Network (WIN)
- Women in Technologies Employee Network (WIT)

Findings

- D&I Leader:

Michael Barker

michael.s.barker@medtronic.com



- Other interesting notes:
- ERGs provide strategic priorities documents that align with Medtronic business priorities

Official ERGS

- Awareness Benefiting Leadership and Employees about Disabilities (ABLED)
- Christian Employees Resource Group (CERG)
- African American Field Resource Group (EXCEL)
- Fostering Occupational Creativity, Unity, and Success (FOCUS)
- Medtronic Latin Cultures Network (MLCnet)
- Muslims for Carrying Out the Medtronic Mission (MCOM)
- African American Employee Resource Group (MECCA)
- Medtronic Asian Resource Group (MARG)
- Medtronic Triangle Alliance (MTA)
- Medtronic Women's Council (MWC)
- Veteran Employee Resource Group (VERG)

Findings

- D&I ERG Contact:

Rodolfo Rodriguez

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- Other interesting notes:
- Calls them ‘Business Resource Networks’
- “We demonstrate our commitment to inclusion through more than a dozen networks. These networks provide opportunities for professional development and relationship building while promoting awareness and community service.”

Official ERGS

- BEN – Black Employee Network
 - CHAI – Jewish Employee Network
 - STRIVE – Abilities Network
 - EWEx – East-West Exchange, Asian-American Employee Network
 - HOLA – Hispanos, Latinos & Amigos Network
 - MECCA – Muslim Employees Connecting and Contributing to Ameriprise
 - OPEN - Over-30 Professional Employee Network
 - FAMILY – Family and Life Stages Network
 - PRIDE – Gay, Lesbian, Bisexual, Transgender Employee Network
 - SALT – Christian Employee Network
 - SANA – South Asian Network of Ameriprise
 - VETNET – Veteran's Employee Network
 - WIN – Women's Interest Network
 - YPN – Young Professionals Network
- Advisor Networks:
- CFAN - Christian Franchise Advisor Network
 - The Women's Empowerment Network

FACEBOOK



Findings

Official ERGS

- D&I Leader:

Jeannine Carter

Diversity Engagement Leader

<https://www.linkedin.com/in/jeanninemcarter/>



- Other interesting notes:
- Called 'Facebook Resource Groups'
- "We welcome employees from all faiths and spiritual groups to practice and celebrate their beliefs. We believe that enabling an open dialog to foster understanding of different belief systems creates an environment that is truly open and inclusive."

- Women@.
- Black@.
- Latin@.
- Differently Abled@.
- Vets@.
- Pride@.
- Interfaith@. (includes Christian, Muslim, Jewish, others)
- Asian & Pacific Islanders@.
- Native@.

TEXAS INSTRUMENTS



Findings

Official ERGS

- D&I Leader:

Fran Dillard

D&I Director

fdillard@ti.com

<https://www.linkedin.com/in/fran-dillard-19673812/>



- Other interesting notes:
- TIDN: TI Diversity Networks
- Symposium bringing together members of TI's Jewish, Christian, and Muslim initiatives to discuss the impact of religion in the workplace.

- Womens Initiative
- Jewish Initiative
- Pride Network
- Bangladeshi Diversity Initiative
- Christian Values Initiative
- Unidos Initiative
- Indian Diversity Initiative
- Chinese Initiative
- Vietnamese Initiative
- Muslim Employees Initiative
- Korean Initiative
- Black Employee Initiative
- Veterans Initiative
- New Employee Initiative
- Ability to Boldly Live Equally Initiative

Findings

Official ERGS

- D&I Leader:
Grace Figueredo
Chief D&I Officer



<https://www.linkedin.com/in/grace-figueredo-4662462/>

- Other interesting notes:
- “More than 10,000 employees belong to our employee resource groups. People share their expertise, network and build career skills. The efforts and ideas of these groups help us to meet the needs of a diverse marketplace.”

- African Americans
- Asian Americans
- Teleworkers
- People with disabilities
- Veterans
- Hispanics
- Native Americans
- LGBT and Allies
- Baby Boomers
- Caregivers
- **Christians**
- Generation Y
- Working families
- Women
- Generation X

Findings

Official ERGS

- D&I Leader:

Darice Brown

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- Other interesting notes:

- Has had presentations and get-togethers to better understand the various faiths

- ADVANCE YOUNG PROFESSIONALS
- AFRICAN AMERICAN PROFESSIONAL NETWORK
- CULTURES CONNECTED
- FAITH FRIENDLY & ALLIES (includes Christian, Sikh, Jewish, Muslim, Hindu, etc.)
- LATINO PROFESSIONAL NETWORK
- MILITARY VETERANS & ALLIES GROUP
- PROFESSIONAL WOMEN'S COUNCIL
- ROCKWELL AUTOMATION ASIA PACIFIC EMPLOYEE RESOURCE GROUP
- ROCKWELL AUTOMATION SUPPORTING WOMEN IN ENGINEERING
- ROKABILITY – FOCUSING ON ABILITY WITHIN DISABILITY
- ROK OF AGES
- ROKOUT LGBT & ALLIES
- RAWiFi Women in the Field

Findings

- D&I Leader:

Marina Pariseau

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- Other interesting notes:

- Ecolab has a new hire experience where “enterprise resource groups” all present for five minutes each of what they’re about to help new hires plug into various employee communities

Official ERGS

- ACE (Asian Community at Ecolab)
- BRIDGES (cross-generational)
- Connect (young professionals)
- E3 (women)
- EcoEssence (African and African American)
- EcoMondo (international and global talent)
- HACER (Hispanics and Advocates Collaborating at Ecolab for Results)
- MERGE (military)
- PLAN (career development)
- PRIDE (LGBTQ+)
- **Christian Business Network** (club status)

Findings

- D&I Leader:
working on
- Other interesting notes:
- “Our Colleague Resource Groups (CRGs) serve this purpose for more than 7,800 employees across 45 states and Puerto Rico.”

Official ERGS

- Abilities
- Asian Professional Network Association (APNA)
- Black Colleague Resource Group (BCRG)
- Family Matters
- Faith
- Fit Club
- Green Team
- Outliers
- Portuguese and Latino Empowerment Group (PLEG)
- PRIDE
- Valor
- Women’s Success Network

Findings

- D&I Leader:

Tony Prophet

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- Other interesting notes:
- “Salesforce supports nine employee resource groups, called Ohana Groups.”
- “We acknowledge, celebrate, and foster understanding of our global faith and religious diversity across Salesforce. With the goal of inclusion and empowering our employees to bring their authentic selves to work, Faithforce is open to all people of faith and allies who wish to learn about the different traditions that are integrated into our global communities. Founded in 2017, we have seven regional hubs and are continuing to grow across our offices.”

Official ERGS

- Abilityforce – Ability Inclusion
- BOLDforce - Black Community
- Earthforce - Community for Sustainability
- Latinoforce - Latinx Community
- Outforce - LGBTQ Community
- Asiapacforce - Asian Pacific Community
- Southasiaforce - South Asian Community
- Vetforce - Veteran Community
- Women's Network - Gender Equality
- Faithforce - Community for All Faiths

Findings

- D&I Leader:

Carol Bullock

<https://www.linkedin.com/in/carol-bullock-0040963/>

- Other interesting notes:
- Just went through the process of getting faith based ERG's reviewed and approved in 2018

Official ERGS

- WIN (Women's Innovation Network)
- Pride@Zurich/GLEE (Gay, Lesbian Everyone Else)
- CAN (Cultural Awareness Network)
- Zurich African American Alliance
- Emerging LeaderZ
- Disability Inclusion Group
- **Christian – GoodNewZ**

Findings

- D&I Leader:

Carmalita Yeizman
Carmalita.Yeizman@us.bosch.com

- Other interesting notes:
- “The mission of Interfaith@Bosch is to promote understanding and respect for the diverse faiths, religions, and spiritual beliefs represented at Bosch through networking and dialogues, which foster increased awareness and acceptance of all.”

Official ERGS

- African Ancestry@Bosch
- Generations@Bosch
- Hispanics@Bosch
- **Interfaith@Bosch**
- LGBT@Bosch
- Veterans@Bosch
- Women@Bosch

Findings

- D&I Leader:

Bob Auer

bob.auer@intel.com



Bob Auer • 3rd
Global Internal Diversity and Inclusion

- Other interesting notes:

➤ Intel HR works to have people connected with ERGs as a positive influence on the company

Official ERGS

- **Agnostics and Atheists at Intel (AAI)**
- American Veterans at Intel (AVI)
- Arab Intel Community (ARABIC)
- Asian Cultural Integration (ACI)
- Intel Bangladesh Association (IBA)
- **Intel Bible-Based Christian Network (IBCN)**
- Intel Chinese Employee Network (ICEN)
- Intel Diverse Abilities Network (IDAN)
- Intel Filipino Employee Network (IFEN)
- Intel Gay, Lesbian, Bisexual, or Transgender Employees (IGLOBE)
- Intel India Employee Group (IINDIA) – Folsom
- Intel Iranian Employee Group (IIEG)
- **Intel Jewish Community (IJC)**
- Intel Korean Community (IKC)
- Intel Latino Network (ILN)
- **Intel Muslim Employee Group (IMEG)**
- Intel Native American Network (INAN)
- Intel Pakistani Employee Group (IPEG)
- Intel Parents' Network (IPN)
- Intel Russian-Speaking Employee Group
- Intel Sikh Employee Group (ISEG)
- Intel Vietnamese Group (IVG)
- Network of Intel African American Employees (NIA)
- Next(Gen) Professionals Network (RCG NET)
- Turkish Employee Network (TENI)
- Women at Intel Network (WIN)

DELL EMC (DELL TECHNOLOGIES)



Findings

Official ERGS

- D&I Leader:
- Brian Reaves



Brian Reaves • 2nd
Chief Diversity and Inclusion Officer at Dell, Inc.

Chief Diversity Officer

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- Nick Turner –

ERG leadership

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Nicholas A. Turner • 3rd
Diversity & Inclusion Advisor,

- Asians in Action
- Black Networking Alliance
- Caregivers
- Conexus
- GenNext
- **Interfaith**
- Latino Connection
- Mosaic
- Planet
- Pride
- True Ability
- Veterans and Supporters
- Women in Action

Additional Companies Benchmarked



Additional Large Companies with Faith ERGs



40+ Employee Business Resource Groups, including:

- Christian Employee Business Resource Group
- Jewish Employee Business Resource Group
- Muslim Employee Business Resource Group



7 Employee Resource Groups, including:

- Christian Employee Resource Group (CERG)



11 Employee Resource Groups, including:

- Ford Interfaith Network (FIN)
- Founded in 2001, the Ford Interfaith Network (FIN) aims to assist the company in becoming a worldwide corporate leader in promoting religious inclusion and understanding, corporate integrity and human dignity. FIN has worked to ensure employees of all religions have the freedom and comfort in bringing their whole selves to work, expressing their faith in an appropriate and meaningful ways, while promoting religious understanding and mutual respect. FIN supports the needs of the company by providing its members developmental assignments, building strong community relationships, and achieving business objectives.

Additional Large Companies with Faith ERGs



11 Business Partnering Groups, including:

- Toyota Christian Fellowship (TCF)

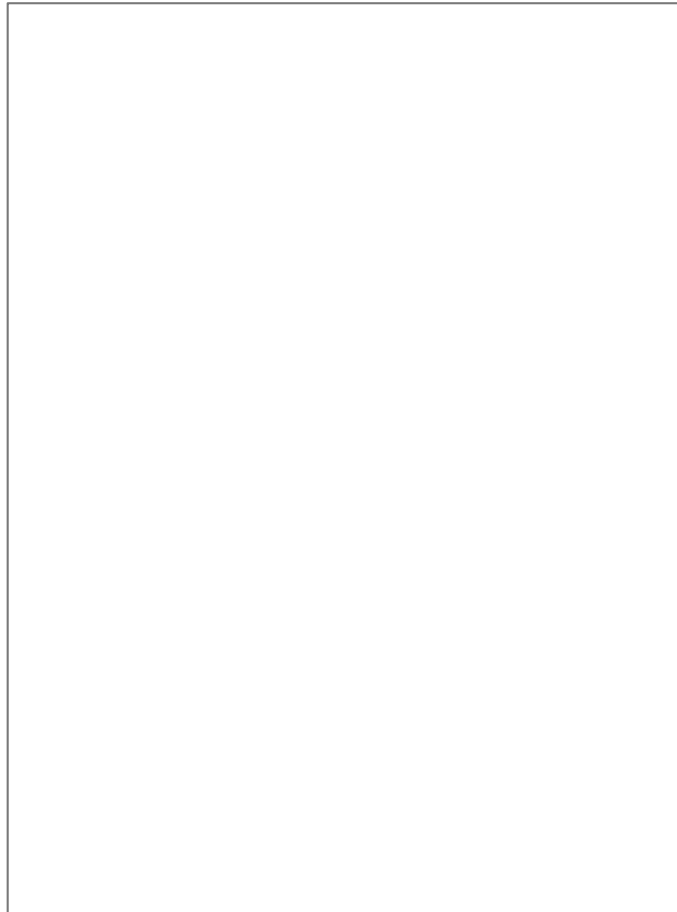
Members of Toyota Christian Fellowship (TCF) live out Toyota's foundational philosophy of Respect for Humanity through their Christian expressions of faith.



10 Key Business Impact and Networking Groups, including:

- Jewish Cultural

Additional Large Companies with Faith ERGs



10 Employee Resource Groups, including:

- **Interfaith**



10 Employee Business Resource Groups, including:

- **Merck Interfaith Organization (MIO)**

Government Entities with Faith ERGs



4 Affinity Groups, including:

- Christian Fundamentalist Internal Revenue Employees (CFIRE)



10 Employee Resource Groups, including:

- Christian
- Muslim



32 Employee Organizations, including:

- Association of Christians Reaching Out in Service and Support (ACROSS)

The purpose of ACROSS is to contribute to employee welfare and morale by supporting and strengthening one another in the practice of a living faith in Jesus Christ, devoted to serving our fellow employees and agency constituents.