

## ACRC Anti-Racism Group November 2023 Notes

### In attendance:

Mollie O'Neil, Lisette Burton, Anna Kesic, Tenecia Waddell-Pyle, Jennifer Clarke, Donelle Hauser

### Notes:

What is your organization doing related to Employee Resource Groups (ERGs)?

- Lad Lake – tried to start DEI work with ERGs, but there was no initial interest from staff; took a step back and created robust DEI committee; 2 years later, trying again with lots of interest, after having built a foundation and demonstrated commitment to equity work
- MyPath – started with 2 affinity groups, one for LBCTQ staff and allies and one related to race; after the organization created a full-time DEI position, ERGs were expanded and strengthened
  - 8 ERG groups
  - Each group has 2 employee leaders who facilitate (and are paid a supplement for their time)
  - Each group has an “Executive Sponsor” from the c-suite which creates a reciprocal feedback loop and demonstrates commitment at the highest levels
  - Both facilitators and Executive Sponsors went through an ERG Leadership Academy facilitated by Prism (see flyer)
- Pressley Ridge is exploring Courageous Conversations as a tool to train potential ERG leaders
  - Courageous Conversations has a current fellowship opportunity available to college students
- Discussed potential for ACRC to create a roadmap for effective ERGs, including lessons learned from various organizations

Does your organization have a policy for corporate response when big things happen in your community or in the world (ex. current conflict in Gaza)

- No official policy of when to respond to what – there are lessons to learn from universities and big corporations who make public statements and miss the mark
- There may not be appropriate or needed public statements, but considered whether internal focus and action is beneficial
  - Does the issue and potential statement advance your organization's mission/vision?
  - See example employee newsletter statement from Anna Kesic, CEO Impower in Florida

- Remind people about the resources your organization makes available, such as Employee Assistance Plan benefits
- Used Prism - <https://talent-dimensions.com/>
- [Courageous Equity Leadership Fellows program](#) – currently available for college students

If you are a leader seeking a way to address staff in the wake of current events, below is an example from ACRC member Impower, a statement from their CEO Anna Kesic to her staff:

*On a different, more somber note, I wanted to acknowledge that our world right now is a bit out of sorts. With this, I mean the world at large. My heart is heavy with all of the terrorism, violence, and hate against humanity in general. I have no words that can adequately address what we are seeing overseas, as well as what we see at home in the US, and right here in Florida. I, like many of you, have been trying to wrap my head around why, just why?!? Why can't we accept people for who they are? It doesn't matter if they look different than us, think different than us, love different than us, worship different than us. That's what makes the world such a magical, beautiful place.*

*Humans, I want to believe, all want the same things. We want to live in peace. Feel safe. Raise and be with our families. Laugh, sing, dance and be silly. Together. It shouldn't be hard to do. However, history tells us over and over again that hate, power, radical behaviors/thoughts/actions have the ability to instill fear and even a sense of helplessness. Yet, history also stands to show us that the power of the people, those like you and I, always find a way to overcome such atrocities. This happens over and over and over again. We need to open our minds and use critical thinking to learn from the past and correct these mistakes in the future. I, for one, am determined to do so. I ask you all to dig deep and join me.*