

## **Success Factors for Forming Faith-based Employee Resource Groups**

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### Executive Sponsorship

- Called sponsors and leaders
- Engage early and often
- Clear roadblocks
- Persuade Legal if needed

### Clear Mission

- Holy Spirit Inspired
- Engage promoters and detractors globally
- Defined pillars

### Frame Business Value

- Employee Engagement
- Employee Recruitment and Retention
- Education and Awareness
- Community Outreach
- Business Outreach

### Align to D&I Initiatives

- Identity rooted in one's faith
- Company Values
- Benchmarking and research

### Establish Parameters

- What it is
- What it is not
- Governance structure and guidelines

### Focused Priorities

- Be a magnet not a deterrent
- Realistic year 1 program
- Comprehensive communication strategy