



## CADIA Employee Resource Group Solutions

CADIA offers individualized workshops and/or coaching to companies interested in starting, growing, or renewing Employee Resource Groups. Also known as Affinity Groups or Business Resource Groups, these networks can and should deliver value to the business while increasing employee engagement, talent development, and building cultural understanding across the spectrum of ERGs.

For companies seeking to establish or renew ERGs, CADIA can provide information and resources for organizing, launching, and managing ERGs for long-term value and sustainability, establishing a framework and template across the organization for all ERGs. Workshop topics may include:

- Grassroots Organizing for ERGs
- Organizational Management of ERGs
- Getting Started
- Re-Imagining Existing ERGs
- The Role of Allies
- ERG Leader Development/Making ERG Leadership an Aspirational Role
- Establishing an Operating Cadence
- Middle Management Engagement
- ERGs as an Organizational Asset
- Engaging Executive Sponsors
- Establishing Meaningful Metrics

In addition, some companies may wish to engage CADIA to provide facilitation for ERGs during launch or as an ongoing service. CADIA can also provide topics and content for ERGs in the form of discussion guides on professional development topics as well as DEI topics.

*To optimize the CADIA offerings for ERGs, companies will want to schedule a meeting with CADIA to discuss their specific needs and jointly come up with an approach - whether that is one or more workshops or individual team coaching, a one-time event or ongoing engagement.*

### **About CADIA**

*The Center for Automotive Diversity, Inclusion & Advancement (CADIA) is a learning and advisory organization focused on diversity equity and inclusion. Its mission is to double the number of diverse leaders in the automotive industry by 2030. CADIA is championing diverse talent, driving systemic change, and supporting leadership commitment. For more information: [info@automotivediversity.org](mailto:info@automotivediversity.org).*