THE 2022 FORTUNE 500 ERG REPORT

A Comprehensive Analysis of Employee Resource Groups in the 2022 Fortune 500 Companies

THE **ERG** MOVEMENT

Contents

A Word from Maceo Owens

I want to extend my heartfelt thanks for your commitment to our cause. We're embarking on a journey of discovery, a journey to understand the real-world impact of Employee Resource Groups (ERGs) in our workplaces.

As we unveil the first ERG Fortune 500 Report, we are taking a monumental step forward in grounding ERGs in unbiased, factual data.

I cannot overstate the importance of this endeavor. Data integrity lies at the heart of our movement, a lighthouse guiding us through the waters of systemic change.

The ERG landscape is diverse, vibrant, and transformative. Yet, it often feels like we're navigating through a haze. Are we making real progress? Are our initiatives impactful or just a check in the box? It's these questions, and many more, that led me to found The ERG Movement™

Our annual report is not just a compilation of numbers and graphs. It's a mirror reflecting the state of ERGs within Fortune 500 companies. It's an unfiltered look into the ERG landscape that serves as a tool for assessing our progress, identifying shortcomings, and, most importantly, inspiring action.

My hope is that this report will serve as a call to action for all. For ERGs to aim higher, for organizations to dig deeper, and for everyone involved with ERGs to do better at pushing for growth within these incredibly powerful programs (even when it's uncomfortable). The path to success is rarely easy, but it is always worth taking.

Let this report be the start of a conversation, a spark that ignites a broader dialogue on how we can improve, grow, and better serve communities that need it through ERGs. Together, we can ensure that ERGs are not just an accessory, but a fundamental pillar of our organizations.

Maceo Owens
Founder, The ERG Movement™

Understanding the Landscape of ERGs in Fortune 500 Companies

This report unveils an in-depth exploration of Employee Resource Groups (ERGs) within the sphere of Fortune 500 companies. The aim is to offer a top-tier analysis, lending clarity to the current ERG landscape for all interested stakeholders.

The Significance of the Fortune 500 Report

Fortune magazine's annual Fortune 500 report is an esteemed compilation that ranks top revenue-generating U.S. corporations. The rankings, predominantly revenue-centric, are meticulously composed from a wide array of factors. While a direct correlation between the success of these companies and their ERG programs hasn't been historically established, those driving ERGs – founders, consultants, program managers – have often used a metric from this report as part of their justification for ERG Programs.

The ERG Movement™ seeks to merge insights from this report with company information provided by the listed Fortune 500 companies. This endeavor aims to affirm the correlation between Fortune 500 ERG representation and the widespread push for ERGs across all organizations.

In this report, our focus will be on examining the representation of Employee Resource Groups in Fortune 500 companies. We will analyze the diversity within these communities by considering various factors such as organization size and financial aspects. Lastly, we will provide key takeaways from our findings.

Why This Report is Needed

ERGs have undergone a dramatic transformation in the more than half a century since the first ERG was initiated. They've evolved from their initial position as peripheral, employee-led initiatives into potential cornerstone components of an organization's cultural fabric. The recent surge of social justice movements has cast a spotlight on ERGs, escalating the demand for reliable, robust data that vouches for their legitimacy and effectiveness.

A prevalent belief in the ERG domain is that 90% of Fortune 500 companies host ERGs. However, the data-driven findings of The ERG Movement™ report a somewhat different reality. With a tireless commitment to data integrity, we present our meticulously researched, updated insights, debunking this myth.
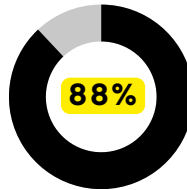
ERG Representation

Fortune 500

79.4%
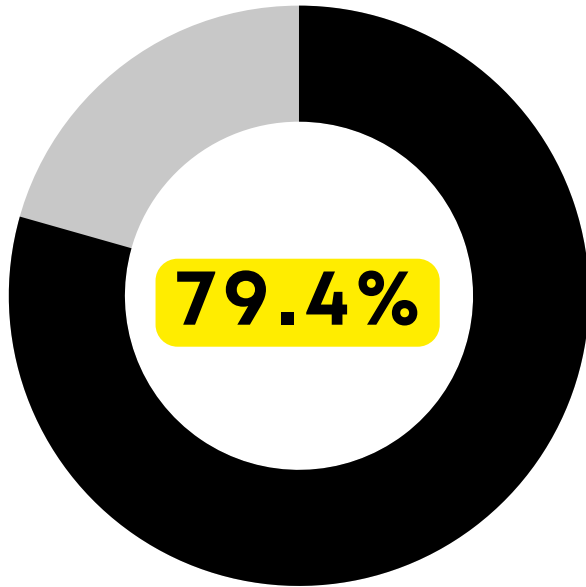
79.4% of Fortune 500 companies, equating to 397 out of 500, have implemented Employee Resource Group Program. This figure stands in contrast with the generally accepted estimate of 90%. It doesn't imply a decline, but rather provides an accurate, current depiction of the ERG scenario.
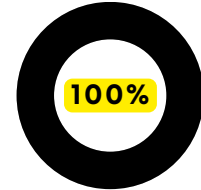
ERG Implementation Across Fortune Rankings

Fortune 100
88%

Demonstrating strong commitment, 88% (88/100) of the top 100 companies have integrated ERGs into their organizational structure.
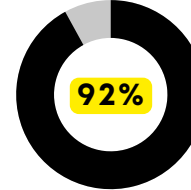
Fortune 50
92%

Leading the way a remarkable 92% (46/50) of the top 50 companies have implemented ERGs, showcasing their dedication to inclusivity.

Fortune 10
100%

Setting an exemplary standard, all of the top 10 companies, 100%(10/10), have embraced ERGs as an integral part of their organizational framework.

✔ What To Do With This

This report serves as an invaluable tool, offering a comprehensive panorama of the ERG space. It provides a snapshot of the industry's current state, without recommending these findings as best practices. Consider it as a touchstone for understanding the prevailing state of ERGs across Fortune 500 companies.

⊘ What Not to Do With This

While this report accurately spotlights the existence of ERGs within Fortune 500 companies, it doesn't affirm the presence of the fundamental components necessary for the success of ERGs, such as a clear vision, robust strategy, Standard Operating Procedures, efficient data utilization, and solid leadership structure. It's essential to realize that this report, being the inaugural one, isn't a trend forecaster. It captures a snapshot of the ERG landscape at this particular point in time. Future iterations of this report will aim to better identify emerging trends in this area.
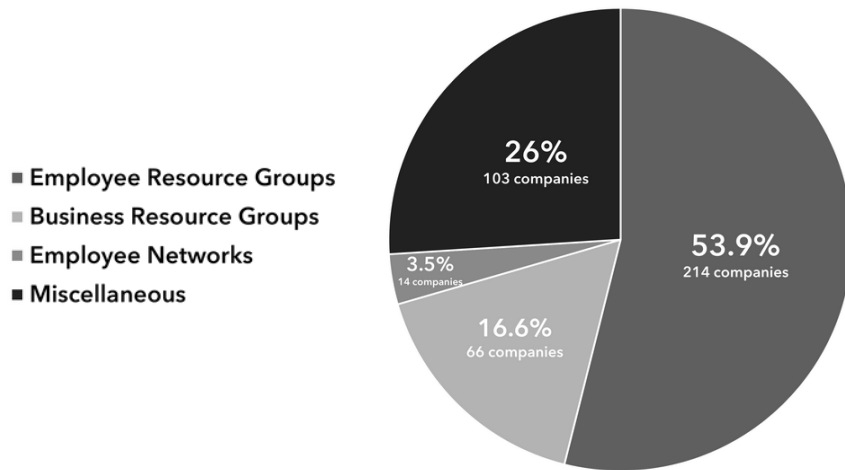
Contrary to the previous assumptions of 90%, a staggering 79.4% of Fortune 500 companies, equivalent to 397 out of 500, have implemented ERGs.

ERG Program Monikers

The ERG Movement™ steps in to clear the fog around the various ERG program names, a landscape often marked by overwhelming diversity. Our aim isn't to introduce new terminology, but to illuminate the existing plethora of terms and advocate for the simplification of the ERG domain for stakeholders at every level.

Fortune 500 Companies

- Employee Resource Groups
- Business Resource Groups
- Employee Networks
- Miscellaneous

26% 103 companies

53.9% 214 companies

3.5% 14 companies

16.6% 66 companies

Out of the 397 Fortune 500 companies with an Employee Resource Group program, 214 (53.9%) use the term Employee Resource Groups (ERGs) to refer to their programs. On the other hand, 66 companies (16.6%) use the term Business Resource Groups (BRGs). Only 14 companies (3.5%) identify their programs as Employee Networks. Additionally, 9 (2.3%) utilize the name Associate Resource Groups. Lastly, 7 companies (1.8%) refer to their programs as Affinity Groups out of 100 companies. The remaining are the others labeled as miscellaneous.

Fortune 100 Companies

- Employee Resource Groups
- Business Resource Groups
- Employee Networks
- Miscellaneous

31.9% 15 companies

44.3% 39 companies

6.8% 6 companies
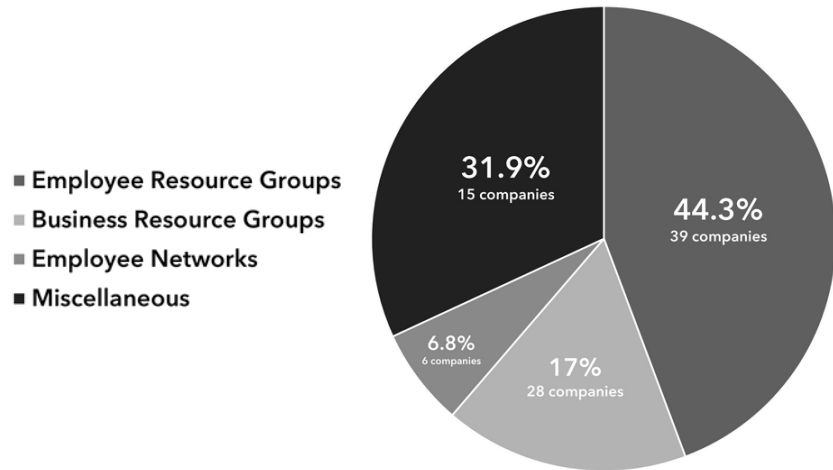
17% 28 companies

Out of the 88 Fortune 100 companies with an Employee Resource Group program, it was found that 39 (44.3%) use the term Employee Resource Groups, 15 (17%) use Business Resource Groups, and 6 (6.8%) use Employee Networks to describe their internal employee programs. The remaining are the others labeled as miscellaneous.

ERG Program Monikers

Our analysis underlines the advantages of employing a consistent terminology within the ERG sector, with a preference for Employee Resource Groups (ERGs). While organizations may adapt this term to resonate with their internal branding, it should fundamentally remain identifiable as an ERG program. Labels such as Employee Networks, Business Resource Groups (BRGs), and Affinity Groups have grown antiquated and contribute to unnecessary complexity. All of these are, essentially, ERGs. Our data reveal no direct correlation between what is termed a more legitimate ERG Program, developed business structure, and the use of the phrase "business resource groups." Consequently, diverse terminologies may inadvertently perpetuate industry confusion.

Our research uncovered over 60 distinct names for ERG Programs across the 397 companies. We have cataloged these names below in alphabetical order.

Affinity Groups	7	Business Resource Groups	66	Employee Business Resource Groups	1	Employee Resource Organizations and Networks	1	Resource Groups	2
Affinity Groups / Business Resource Groups	1	Business Resource Groups and Employee Networks	1	Employee Business Networks	2	Energy Groups	1	Team Member Engagement Groups	1
Affinity Networks	3	Business Resource Networks	1	Employee Business Resource Groups	3	Equality & Belonging Groups	1	Team Member Networks	1
Associate Inclusion Networks	1	Colleague Networks	1	Employee Communities	1	ERG/BRG	1	Team Member Resource Groups	4
Associate Resource and Network Groups	1	Colleague Resource Groups	5	Employee Connection Networks	1	Inclusion & Diversity Councils	1	Team Member Resource Networks	1
Associate Resource Groups	9	Communities of Inclusion	1	Employee Inclusion Groups	1	Inclusion Business Groups	1	Team Resource Groups	1
Associate-Centric Teams	1	Community Networks	1	Employee Led Councils	1	Inclusion Networks	2	Teammate Resource Groups	2
Belonging and Inclusion Groups	1	Community Resource Groups	1	Employee Led Groups	1	Inclusion Resource Groups	2		
BRG/ERG	1	DEI Networks	1	Employee Network Chapters	1	Mentor Networks	1		
Business Communities	1	Diversity and Inclusion Business Councils	1	Employee Network Circles	1	Network Association Groups	1		
Business Councils	1	Diversity Council	1	EMPLOYEE NETWORK GROUPS	3	Network Resource Groups	1		
Business Employee Resource Groups	1	Diversity Network Associations	1	Employee Networking Groups	1	Networks	3		
Business Impact and Networking Groups	1	Diversity Networks	2	Employee Networks	14	Partner Business Resource Groups	1		
Business Resource Associate Groups	1	Employee Affinity Groups	2	Employee Resource Groups	214	Partner Networks	1		
Business Resource Councils	1	Employee Belonging Groups	1	Employee Resource Networks	3	People Resource Groups	1		

Note: One company with a single-ERG program didn't have a program name, just the name of it's singular ERG and is not included in this count.

Our research uncovered over 60 distinct names for ERG Programs across the 397 Fortune 500 companies with ERGs.

Overview of ERG Communities

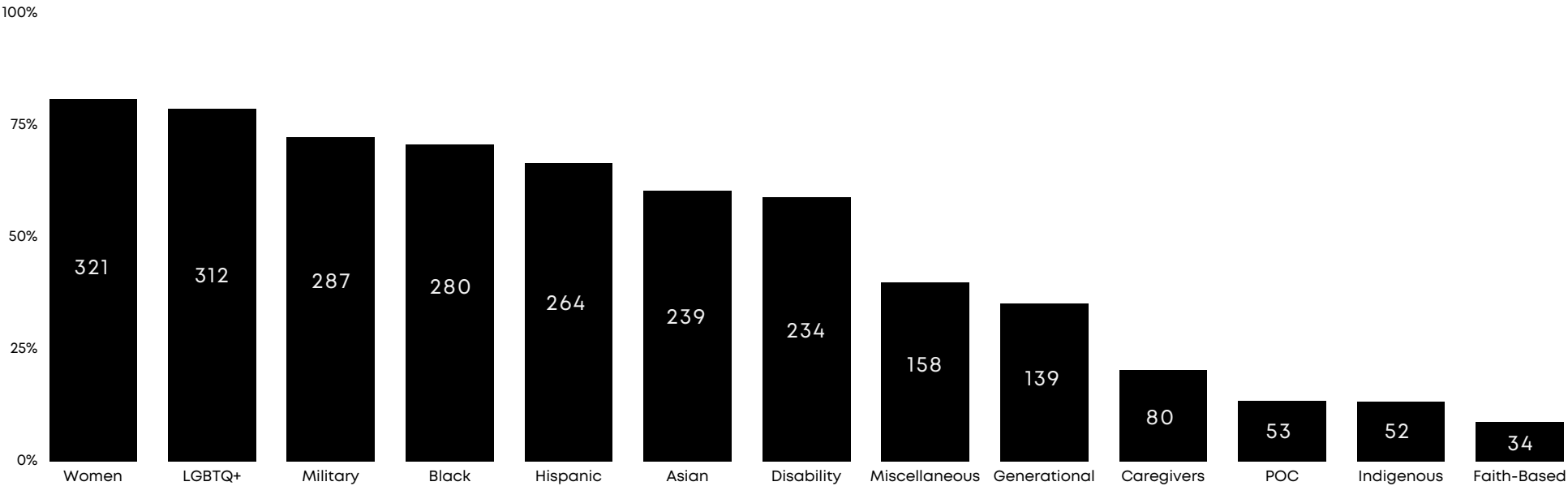## ERG Communities within Fortune 500 Companies: A Snapshot

An ERG Program typically houses one or more ERG communities. The upcoming section of this report presents a comprehensive review of the ERG communities that are supported internally by Fortune 500 companies. This data doesn't signify best practices but provides a glimpse of the current landscape. This kickstarts our trend monitoring with ERGs, setting the groundwork for monitoring possible increases or decreases in specific communities over the ensuing years.

Fortune 500 ERG Community Representation

Community	Value
Women	321
LGBTQ+	312
Military	287
Black	280
Hispanic	264
Asian	239
Disability	234
Miscellaneous	158
Generational	139
Caregivers	80
POC	53
Indigenous	52
Faith-Based	34

Community Breakdown

What We'll Cover

Our investigation focuses on the presence of distinct Employee Resource Groups (ERGs) communities within the Fortune 500 ensemble. This exploration offers a comprehensive view of the most widely used names across ERG communities, thereby spotlighting both beneficial and potentially damaging patterns. Our study also incorporates samples of ERG logos discovered during our research.

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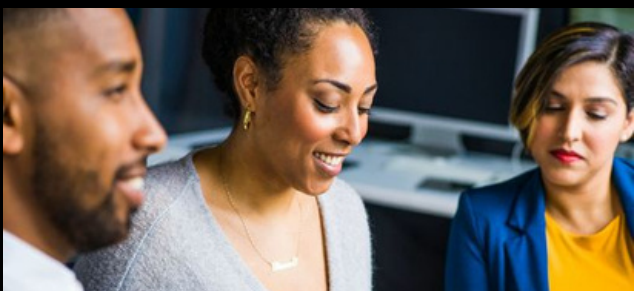
Learn More in The ERG Movement Community

The deeper insights gleaned from our analysis are concentrated in our ERG Movement Community Space. We extend a warm invitation to all ERG leaders and Program Managers who could benefit from community-specific growth to join us in this knowledge-rich hub. Within this space, we offer free workshops aimed at equipping ERG Leaders with the tools to enhance their operations.
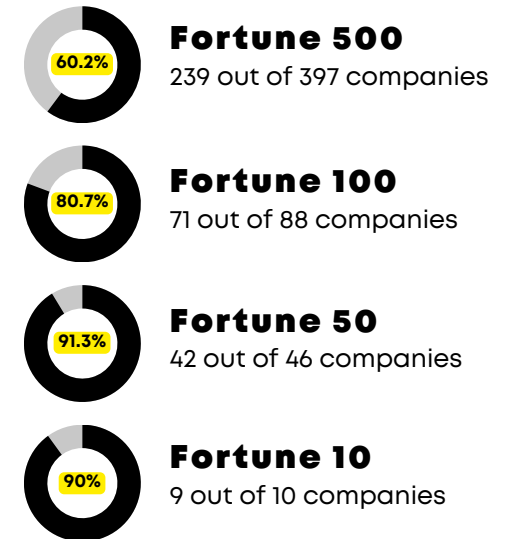
Asian ERG Representation

The ERG Movement™ defines Asian Employee Resource Groups (ERGs) as groups that offer support to employees across the entire Asian Diaspora. This encompasses West Asian/Middle Eastern, Indian, and Caucasian ERGs. Asian ERGs rank 6th on the list of most prevalent ERG communities supported by Fortune 500 companies.

💡 It is noteworthy that 24 Asian ERGs have "Asian American" in their name although it suggests a desire to acknowledge and support this specific demographic. It also implies that these ERGs might not be fully inclusive of all Asian cultures or diasporas, particularly those beyond the US.

💡 The existence of CAMENA ERGs (Central Asia, Middle East, North Africa) and MENA ERGs (Middle East, North Africa) provides another interesting angle. These ERGs appear to be more regional or even multi-cultural, incorporating a wider range of ethnicities and cultures. They seem to break away from the more traditional ERG structure based strictly on race, and instead, are embracing a broader range of cultures within larger geographical areas.

Community Representation

60.2%
Fortune 500
239 out of 397 companies

80.7%
Fortune 100
71 out of 88 companies

91.3%
Fortune 50
42 out of 46 companies

90%
Fortune 10
9 out of 10 companies

Sample Logos

Zillow

Home Depot

Whirlpool

Notable Mentions

- **INSPIRASIAN (**_AT&T, Freddie Mac, and Ross Stores)_
- **ASCEND** _(Nike, Edison International)_
- **FUSION** _(Delta)_
- **HAPI/HAAPI** _(Humana)_
- **CelebrAsia** _(Clorox)_

Most Common Names
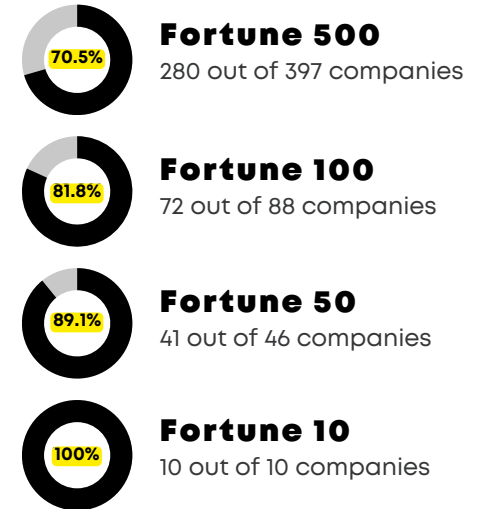
- 👍 MOST POPULAR **ASIAN**
- **ASIAN PACIFIC/API**
- **AMENA**
- **PANASIAN**
- **ASPIRE**

Black ERG Representation

The ERG Movement™ defines Black ERGs as groups dedicated to assisting employees from the African Diaspora. This includes individuals of Native African, African American, Caribbean descent - in essence, anyone with ancestral connections to Africa. Black ERGs rank 4th on the list of most prevalent ERG communities supported by Fortune 500 companies.

It has been observed that 44 companies with Black Employee Resource Groups (ERGs) utilize the term "African American" in their naming conventions. While the term is certainly representative of a significant demographic, it may inadvertently exclude other individuals who identify as Black but do not have African American heritage. This could pose particular challenges for multinational corporations, where workforce diversity extends beyond U.S. borders, encompassing a variety of ethnicities and backgrounds within the larger Black diaspora. It is essential for these companies to foster an environment of inclusivity, recognizing and valuing the myriad identities within the Black community, such as Afro-Caribbean, Afro-Latino, and African individuals, among others. In this context, ERGs bearing the title "African American" might consider a reassessment of their nomenclature. Adopting a more encompassing term can ensure that the group is welcoming to all Black employees, irrespective of their specific ethnic origins, fostering a sense of unity and belonging within the organization's diverse population.

Community Representation

70.5% — **Fortune 500**
280 out of 397 companies

81.8% — **Fortune 100**
72 out of 88 companies

89.1% — **Fortune 50**
41 out of 46 companies

100% — **Fortune 10**
10 out of 10 companies

Sample Logos

Altria Group

Hershey

AutoZone

Notable Mentions

- **Harambee** *(Jacobs Engineering Group)*
- **Be** *(McKesson, Eli Lilly)*
- **Beat** *(Paramount Global)*

Most Common Names

- **Black** (MOST POPULAR)
- **African American**
- **BEN** *(Black Employee Network)*
- **BERG**
- **BOLD**

Caregivers ERG Representation

ERGs for Caregivers and Parents are often launched as virtual support groups and resource centers for individuals who are caretakers for others. Caregivers ERGs rank 9th on the list of most prevalent ERG communities supported by Fortune 500 companies.

💡 It is worth noting that among the mentioned companies, only two have ERGs exclusively dedicated to mothers as their parents/caregivers group. If your organization currently follows this structure, it is highly recommended that you reconsider and rename this ERG to broaden its scope and inclusiveness to encompass all parents or, ideally, all caregivers.

💡 Surprisingly, out of the 80 Parents and Caregivers ERGs, only 19 explicitly mention caregivers in their titles or descriptions. This oversight may overlook a significant demographic that could be facing challenges similar to those encountered by parents

Community Representation
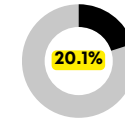
20.1% **Fortune 500**
80 out of 397 companies
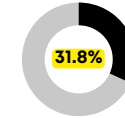
31.8% **Fortune 100**
24 out of 88 companies
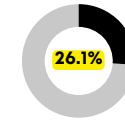
26.1% **Fortune 50**
12 out of 46 companies
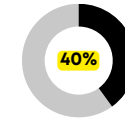
40% **Fortune 10**
4 out of 10 companies

Sample Logos

SPAN
Schwab Parents Network
Charles Schwab

&family
balancing career and caregiving
Capitol One

empowered parents network
DISH

Notable Mentions

- **Kinnect BRG for Working Parents and Caregivers** *(United Airlines)*
- **Family Matters** *(American Airlines Group)*
- **BaLaNCE: Balancing Life's Never-ending Challenges Effortlessly** *(Qurate Retail)*

Most Common Names

- 👍 MOST POPULAR **Parents**
- **Family**
- **Caregivers**

Disability ERG Representation

Disability ERGs rank 7th on the list of most prevalent ERG communities supported by Fortune 500 companies. The ERG Movement defines Disability Employee Resource Groups (ERGs) as communities within organizations that extend support to employees with differing abilities. This category also encompasses ERGs focused on Mental Health and Neurodiversity.

There appears to be a higher prevalence of Employee Resource Groups (ERGs) using the term "Disabilities" as opposed to focusing on "Abilities." Organizations should contemplate which approach would be more aligned with their ERG Program objectives.

It's noteworthy that some companies are adopting a decentralized approach to disability inclusion, as evidenced by the existence of multiple ERGs within the same organization. These ERGs may focus on various aspects of disability or operate in different geographical regions. This approach deviates from the standard expectation of a single, company-wide ERG, signifying a strategic choice to address the diverse needs of employees with disabilities in a more nuanced and localized way.
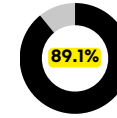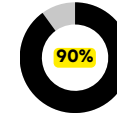
Community Representation
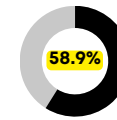
58.9% **Fortune 500**
234 out of 397 companies
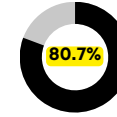
80.7% **Fortune 100**
71 out of 88 companies

89.1% **Fortune 50**
41 out of 46 companies

90% **Fortune 10**
9 out of 10 companies

Sample Logos

Foot Locker

Bath and Body Works

Kellogg's

Notable Mentions

- **We Can** *(at Western Digital)*
- **Unstoppable** *(at Rocket Companies)*
- **SQUID, INC.** *(Supporting Qurate Individuals with Disabilities)*
- **INCluding those who support & love individuals with Disabilities** *(at Qurate Retail)*

Most Common Names

MOST POPULAR **Disability / Disabilities**
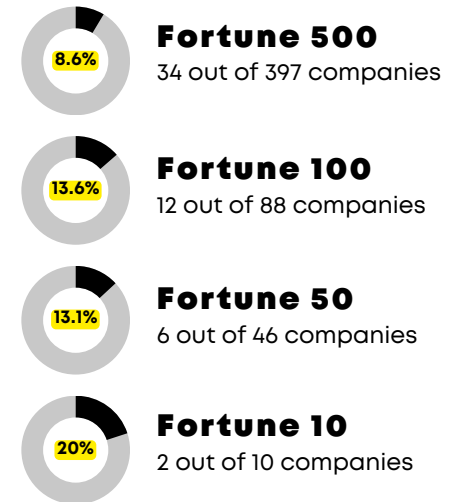
- **Ability / Abilities**
- *EnAble*
- *Thrive*
- *Diverse Abilities*
- *Adapt*
- *PwD+A (PERSONS WITH DISABILITIES And Allies)*

Faith-Based ERG Representation

The ERG Movement™ defines Interfaith, Spirituality, and Religious ERGs as groups that are established to either assist individuals of a specific faith or promote religious competency for all faiths, including those without a faith affiliation. Faith-Based ERGs rank 12th on the list of most prevalent ERG communities supported by Fortune 500 companies.

In instances where organizations forego a generalized spirituality-based Employee Resource Group (ERG), they typically only provide support for Christian, Jewish, and Muslim faith communities. This approach overlooks other faiths, potentially limiting the inclusivity efforts of the organization. Therefore, companies with faith-based ERGs should reassess the purpose of these programs, and consider if they are prepared to support the potential growth of these possibly controversial faith-based discussions within the organization. Nevertheless, considering these complexities, it is understandable and worth noting that faith-based ERGs are the least common among the principal ERGs within Fortune 500 companies.

Community Representation

8.6%
Fortune 500
34 out of 397 companies

13.6%
Fortune 100
12 out of 88 companies

13.1%
Fortune 50
6 out of 46 companies

20%
Fortune 10
2 out of 10 companies

Sample Logos

WISE
Wisdom, Innovation & Spirit of ELC
Estée Lauder

Uber

SHALOM@WAYFAIR
Shalom Wayfair

Notable Mentions

- **Rooted**
- **Uplift**

## Most Common Names

MOST POPULAR **Interfaith**

- **Faith**
- **Christians**
- **Jews**
- **Muslims**

Generational ERG Representation

The ERG Movement™ defines Generational ERGs as groups based around age-related categories. These include ERGs for both older and younger generations. However, 'Early Career' and 'Late Career' ERGs are not counted in this category and are placed under the Miscellaneous category due to ambiguity in whether 'Early Career' implies 'Young'. Generational ERGs rank 9th on the list of most prevalent ERG communities supported by Fortune 500 companies..

It's worth noting that out of 139 companies, 74 have established a Gen Z/Young Professionals Employee Resource Group (ERG) as their sole Generational ERG. This strategy appears to overlook the potential struggles experienced by older generations in the workplace. In addition, 41 of the 139 companies have an all-encompassing ERG, designed to serve all generations, which notably includes those already well-represented in the workplace. This situation is similar to the distinction between a multicultural ERG and an ERG specifically tailored for persons of color, communities that necessitate extra attention for workplace inclusion.
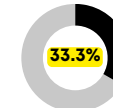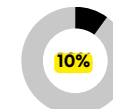
Community Representation
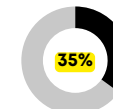
35% **Fortune 500**
139 out of 397 companies
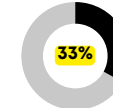
33% **Fortune 100**
29 out of 88 companies

33.3% **Fortune 50**
15 out of 46 companies

10% **Fortune 10**
1 out of 10 companies

Sample Logos

Conagra

Pulte

Notable Mentions

- **iGen** *(Bank of America, PNC Financial Services Group)*

- **GenerationNOW** *(Johnson & Jonson, American Airlines Group)*

- **Greyglers** (*Google*)

Most Common Names

MOST POPULAR **Generational**

- **Generation**

- **NextGen**

- **Young Professionals**

Hispanic ERG Representation

The ERG Movement™ defines Latin American Employee Resource Groups (ERGs) as groups that offer support to employees across the Latin American and Hispanic Diaspora. This can include those who speak Spanish and those with Latin American roots. Latin(o)(a)(x) and Hispanic ERGs rank 5th on the list of most prevalent ERG communities supported by Fortune 500 companies.

The analysis of the data set shows that terms related to "Latin" (including "Latinx", "Latin", "Latina", and "Latino") collectively appear more frequently, totaling 48 instances, in the Employee Resource Group (ERG) names than "Hispanic", which is mentioned 43 times. Hispanic Heritage Month embraces all Spanish-speaking countries, but it may not fully cover the Latinx community. Conversely, Latinx encapsulates all Latin American nations, yet it does not include Spain, a detail that might be justifiable. Such nuances are crucial if your Employee Resource Group (ERG) is individually named after either of these communities rather than collectively.
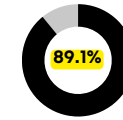
Community Representation
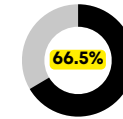
66.5%
Fortune 500
264 out of 397 companies
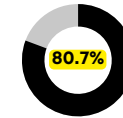
80.7%
Fortune 100
71 out of 88 companies

89.1%
Fortune 50
41 out of 46 companies

100%
Fortune 10
10 out of 10 companies

Sample Logos

HOLA! CLUB
NRG Energy

We.Unidos
Hispanic and Latin Network
Western Digital

ADELANTE JUNTOS FORWARD
Pepsico

Notable Mentions

- **XCELENTE: Xcel Energy's Latino Business Resource Group** *(Xcel Energy)*
- **VAMOS!** *(Academy Sports and Outdoors)*
- **Mi Gente** *(Rocket Companies, News Corp.)*

Most Common Names

MOST POPULAR **Hispanic and Latino**

- **Hola**
- **Adelante**
- **Conexión**
- **Juntos**
- **Somos**
- **Unidos**
- **Latinx**

18

Indigenous ERG Representation

The ERG Movement™ defines Native and Indigenous Employee Resource Groups (ERGs) as groups that provide support to employees who are native to particular regions, like Native Americans, Aboriginal individuals, native Canadians, and others. Native and Indigenous ERGs rank 11th on the list of most prevalent ERG communities supported by Fortune 500 companies

In light of the observation that 22 of the studied Indigenous ERGs explicitly use the term "Native American," it's important to reflect on the global inclusivity of these groups. "Native American" is a term specifically tied to Indigenous populations in the United States, and using it exclusively may inadvertently leave out Indigenous peoples from other regions like Canada, Australia, or Latin America, amongst others
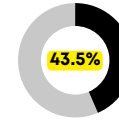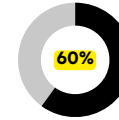
Community Representation
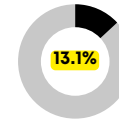
13.1% **Fortune 500**
52 out of 397 companies
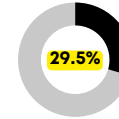
29.5% **Fortune 100**
26 out of 88 companies

43.5% **Fortune 50**
20 out of 46 companies

60% **Fortune 10**
6 out of 10 companies

Sample Logos

AT&T

Lumen

Philips 66

Notable Mentions

- **Tribal Wind** (*Xcel Energy*)
- **Tribal Voices** (*Walmart*)
- **Voices of Many Feathers** (*Lumen Technologies*)

Most Common Names

MOST POPULAR **Native**

- **Indigenous**

LGBTQ+ ERG Representation

The ERG Movement™ defines LGBTQ+ Employee Resource Groups (ERGs) as groups that support members of the LGBTQ+ community. Most companies opt to keep the community together in one ERG versus dividing the LGBTQ+ ERG into separate communities. LGTBQ+ ERGs rank 2nd on the list of most prevalent ERG communities supported by Fortune 500 companies.

Many large businesses don't establish separate support groups for distinct sections within the LGBTQ+ community. This strategy could imply an intention to foster collective unity. This approach amplifies communal strength and can help ERG Leaders to recognize the varied experiences among individuals in this diverse group.
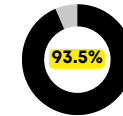
Community Representation
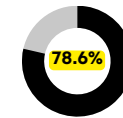
78.6%
Fortune 500
312 out of 397 companies
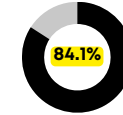
84.1%
Fortune 100
74 out of 88 companies

93.5%
Fortune 50
43 out of 46 companies

100%
Fortune 10
10 out of 10 companies

Sample Logos

PRISM
Home Depot

STARBUCKS® PRIDE NETWORK
Starbucks

Pride@Netflix
LGBTQ+ employees and allies
Netflix

Notable Mentions

- **EAGLE: Employees at Alcoa for LGBT+ Equality** *(Alcoa)*
- **Queertafore** *(Roper Technologies)*

Most Common Names

- **MOST POPULAR** **Pride**
- **LGBTQ**
- **Glam**
- **Open**
- **Pride Alliance**

THE ERG MOVEMENT

Military ERG Representation

The ERG Movement™ defines Military and Veteran Employee Resource Groups (ERGs) as groups to support active duty military, those who have served in the military, and their loved ones. Military & Veteran ERGs rank 3rd on the list of most prevalent ERG communities supported by Fortune 500 companies.

Many of these groups' names do not explicitly signal that they also cater to the loved ones of current and former service members, despite their significant recognition of these individuals as integral parts of the community. It might be beneficial to incorporate a tagline or a clear statement within the ERG's description that specifies this inclusion, promoting broader understanding and engagement.
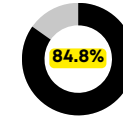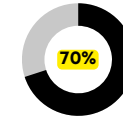
Community Representation
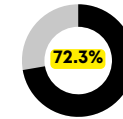
72.3% **Fortune 500**
287 out of 397 companies
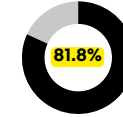
81.8% **Fortune 100**
72 out of 88 companies

84.8% **Fortune 50**
39 out of 46 companies

70% **Fortune 10**
7 out of 10 companies

Sample Logos

Whirlpool

Verizon

T. Rowe Price

Notable Mentions

- **MOVE: Military Ombudsmen for Veterans and Employees** (Xcel Energy)
- **VIP** (Pfizer, United Natural Foods)

Most Common Names

- **Veterans** (MOST POPULAR)
- **Military**
- **Salute**
- **Serve**
- **Valor**
- **Vetnet**

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POC (People of Color) ERG Representation

The ERG Movement™ defines People of Color Employee Resource Groups (ERGs) typically represent various communities of color, often serving as a substitute for separate community ERGs such as Asian, Black, Latin(o)(a)(x), and Indigenous. However, this does not include Multicultural ERGs, as those often include all backgrounds including those not from communities of color. POC ERGs rank 10th on the list of most prevalent ERG communities supported by Fortune 500 companies.

💡 Out of the companies with ERGs dedicated to People of Color (POC), only 14 of these host fewer than 10,000 employees and a mere 5 have less than 5,000 employees. This indicates that there is likely a sufficient employee base to differentiate the communities. However, this separation might be a point of hesitation if a significant portion of their employee base consists of frontline employees with no clear program engagement strategy. Please take this into consideration for your organization. Interestingly, none of the companies in the Fortune 10 have ERGs specifically for POC.
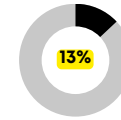
Community Representation
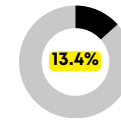
13.4% **Fortune 500**
53 out of 397 companies
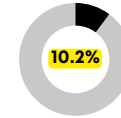
10.2% **Fortune 100**
9 out of 88 companies

13% **Fortune 50**
6 out of 46 companies
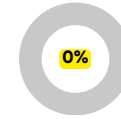
0% **Fortune 10**
0 out of 10 companies

Sample Logos

Compass

Opendoor Technologies

Shades of the World
Walgreens Boots Alliance

Walgreens

Notable Mentions

- **Shades of the world**
- **BLING: Black, Latinx & Indigenous Group** *(Walgreens Boots Alliance)*
- **Color outside the lines** *(Qurate Retail)*

Most Common Names

- 👍 MOST POPULAR **Multicultural**
- **Mosaic**

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Women ERG Representation

The ERG Movement™ defines Women Employee Resource Groups (ERGs) as groups that empower and assist women within an organization. Women ERGs rank 1st on the list of most prevalent ERG communities supported by Fortune 500 companies.

💡 It is noticeable that Women Employee Resource Groups (ERGs) tend to segment into subgroups, as seen in 17 companies that house multiple Women ERGs. This trend seems to suggest a strong desire among Women ERGs to broaden their scope, and companies are permitting this even if it might negatively impact the overall program. However, it is crucial to consider the possible repercussions, such as early separation requests from other communities that could severely undermine engagement. Such a tendency could establish a precedent that requires cautious handling.

Community Representation

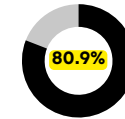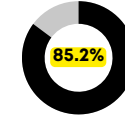**80.9%** **Fortune 500**
321 out of 397 companies

85.2% **Fortune 100**
75 out of 88 companies
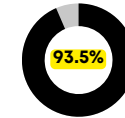
93.5% **Fortune 50**
43 out of 46 companies

100% **Fortune 10**
10 out of 10 companies

Sample Logos

Uber

Activision

ELEVATE
TD Synnex

Notable Mentions

- **Wave** *(T. Rowe Price & Global Partners)*
- **Savvy** *(Caesars Entertainment)*
- **Grow** *(Berkshire Hathaway, J.B. Hunt Transport Services, and J.M. Smucker)*

Most Common Names

MOST POPULAR **Women (s)**

- **Wise**
- **WIN**
- **Empowher**

Miscellaneous ERG Representation

The ERG Movement™ classifies the Miscellaneous category as inclusive of all ERGs that don't fit within the top 12 communities.

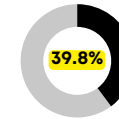## Community Representation

39.8% **Fortune 500**
158 out of 397 companies

44.3% **Fortune 100**
39 out of 88 companies

50% **Fortune 50**
23 out of 46 companies

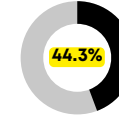**60%** **Fortune 10**
6 out of 10 companies

Categories and Definitions

1. **Uncategorized (100 total):** These ERGs encompass a wide range of groups that could not be directly associated with a specific category to their ambiguous names, such as Rise, Impact, Ignite, and Spark.
2. **Career (37 total):** These ERGs are designed for various career stages and include groups like Early Career, Late Career, Future Leaders, and Developing Professionals.
3. **Multicultural (32 total):** ERGs that aim to represent and support all cultural backgrounds.
4. **Engagement (24 total):** ERGs centered around fostering employee engagement efforts, examples include new hire ERGs and remote worker ERGs.
5. **Sustainability (21 total):** ERGs like Go Green and others that are dedicated to promoting sustainability initiatives within the organization.
6. **Diversity (16 total):** ERGs focused on promoting and advancing organizational diversity.
7. **Role Specific (14 total):** ERGs intended for individuals occupying specific roles in the organization, such as the Administrative ERG or Engineers ERG.
8. **Health (8 total):** ERGS aimed at promoting health and fitness among employees.
9. **International (6 total):** ERGs aimed at fostering international engagement and connecting employees globally.
10. **STEM (5 total):** ERGs for encouraging and advancing STEM/STEAM programs within the organization.
11. **Innovation (4 total):** ERGs for innovators and intrapreneurs within the organization.
12. **Men (3 total):** ERGs specifically aimed at supporting men in the organization.
13. **Community (3 total):** ERGs focused on community service and volunteer work.
14. **Immigrant (3 total):** ERGs established to support immigrant employees.
15. **Allyship (2 total):** ERGs created to foster allies within the organization.
16. **Refugees (1 total):** ERG created to support and welcome refugees.
17. **Mixed Race (1 total):** ERG aimed at supporting employees of mixed race.
18. **Body Positivity (1 total):** ERG dedicated to support promoting body positivity.
19. **Survivors (1 total):** ERG established to support employees who are survivors of traumatic events.

Additional Observations
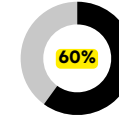
Explore this section to discover additional general observations on ERGs, designed to stimulate thought and reflection. Our goal is to provide valuable insights and pose thought-provoking questions related to ERGs. Keep in mind that this page will undergo revisions and updates in future versions of the report, ensuring the information remains current and pertinent.

No company operated with only a Multicultural or Diversity ERG. In every instance, organizations that had such ERGs also maintained at least one other group, underlining the recognition for more specialized representation.

A significant majority of companies with Multicultural (75%) or Diversity (85%) ERGs also had separate ERGs for specific communities of color, including Asian, Black, and Latino/Hispanic. This indicates that these overarching ERGs aren't typically substitutes for underrepresented ERGs, but their broad scope could potentially impact the effectiveness of other, more focused ERGs.

Among the top 10 Fortune 500 companies with the highest number of ERGs, each company maintains an average of 61 ERGs. The number of ERGs varies significantly within this subset, ranging from a minimum of 20 to a maximum of 150. Despite these ERGs often operating as chapters, each is uniquely listed as a separate entity on the company's website. Additionally, these companies tend to be large-scale employers, boasting an average employee count of approximately 134,000.

In the pool of analyzed companies, 71 out of 158 have instituted more than one Miscellaneous Employee Resource Group (ERG). This could be an outcome of pursuing what could be described as an "all-inclusive" approach, encouraging each employee subgroup to establish an ERG with the goal of providing every employee interest, belief, and identity their own company-supported space. However, a crucial question arises from this strategy: Are these groups maintaining their focus on offering support to those employees who genuinely require it for an inclusive workplace experience? It is vital for companies to accurately define the communities that qualify to form an ERG and communicate these parameters internally with absolute clarity.

Among the 53 companies with Employee Resource Groups (ERGs) for People of Color (POC), 25 of them also feature ERGs for one or more specific communities of color. This prompts an investigation into the exact function of these POC ERGs. Are they serving as alternatives to multicultural ERGs, providing a space for biracial employees, or are they an attempt to include all communities that may not have sufficient representation to warrant their own separate ERG? For instance, a company might have enough employees to support a Black ERG but may not have the numbers to form separate Asian or Latinx ERGs, leading to the creation of a POC ERG to accommodate these additional employees.

In 2022, each one of the top 60 profit-generating Fortune 500 companies had an ERG program.

Company Size Breakdown

These fact sheets are designed to offer an extensive snapshot of ERG representation across companies of various sizes. While providing useful benchmarking data, it's important to recognize these sheets should not be viewed as an ultimate standard. ERG representation can be influenced by numerous factors, even at companies not within the Fortune 500 list.
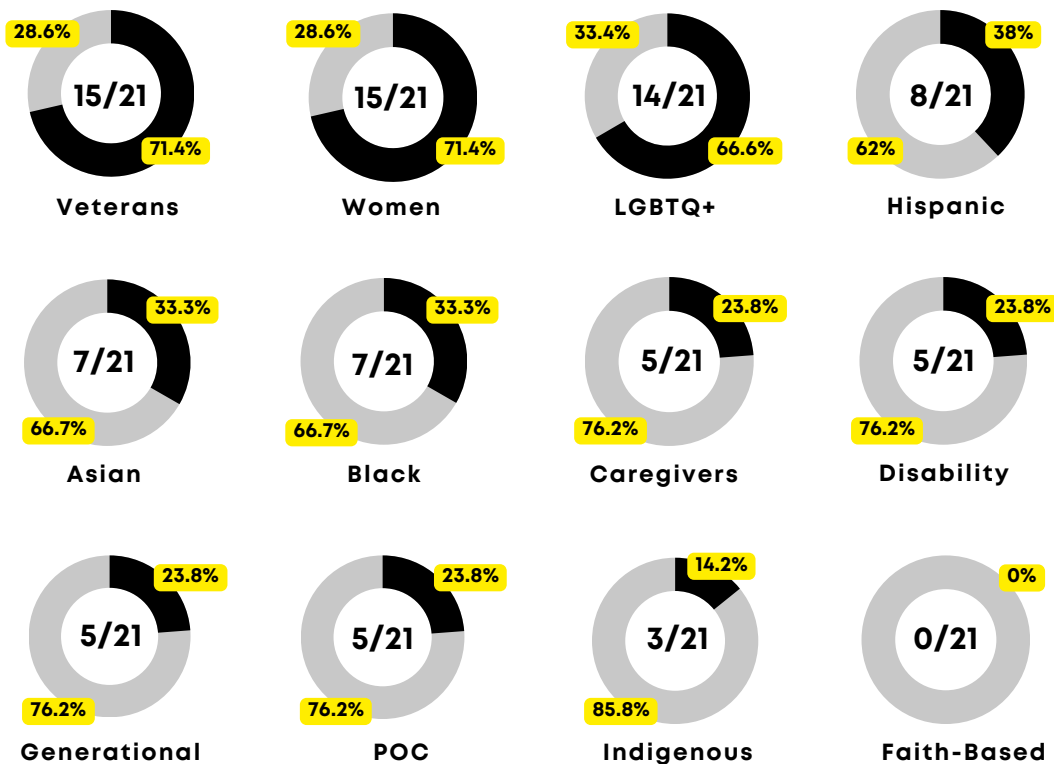
Table of Contents

ERG Representation Fact Sheet: Under 5,000 Employees

ERG Community Representation

Veterans
28.6%
15/21
71.4%

Women
28.6%
15/21
71.4%

LGBTQ+
33.4%
14/21
66.6%

Hispanic
38%
8/21
62%

Asian
33.3%
7/21
66.7%

Black
33.3%
7/21
66.7%

Caregivers
23.8%
5/21
76.2%

Disability
23.8%
5/21
76.2%

Generational
23.8%
5/21
76.2%

POC
23.8%
5/21
76.2%

Indigenous
14.2%
3/21
85.8%

Faith-Based
0%
0/21

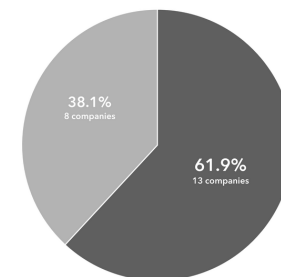## ERG Program Presence

Does not have an ERG Program

50%
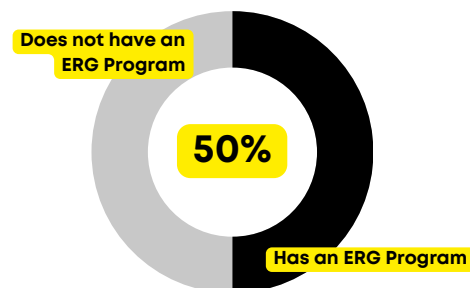
Has an ERG Program

- 21 out of 42 companies has an ERG Program.
- Average number of ERG for this group is 7 ERGs per company.

Most Common ERG Program Moniker

38.1%
8 companies

61.9%
13 companies

■ Employee Resource Groups
■ Miscellaneous

None of the companies with a workforce of less than 5,000 had established a Faith-Based Employee Resource Group (ERG). Furthermore, nearly half (9 out of 21) of these companies lacked ERGs for communities of color. This includes the absence of separate ERGs for Black, Asian, Latino/Hispanic, Indigenous, or People of Color (POC).

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ERG Representation Fact Sheet: 5,000 to 14,999 Employees

ERG Community Representation

LGBTQ+
20.7%
69/87
79.3%

Women
21.9%
68/87
78.1%

Veterans
32.2%
59/87
67.8%

Hispanic
38%
54/87
62%

Black
39%
53/87
61%

Disability
44%
49/87
56%

Asian
45%
48/87
55%

Generational
35.6%
31/87
64.4%

Caregivers
20.6%
18/87
79.4%

POC
21%
18/87
79%

Faith-Based
9.2%
8/87
90.8%

Indigenous
9.2%
8/87
90.8%

ERG Program Presence

Does not have an ERG Program

72.5%
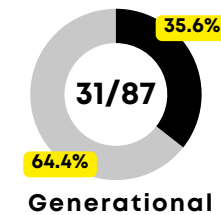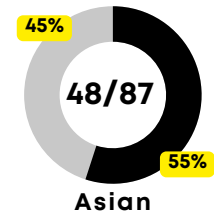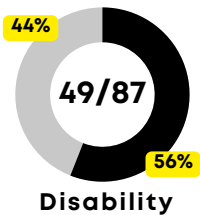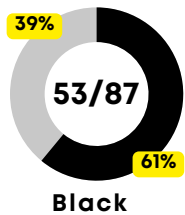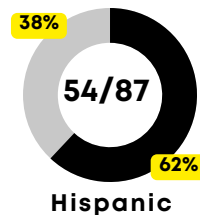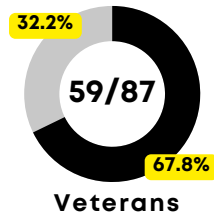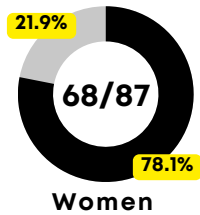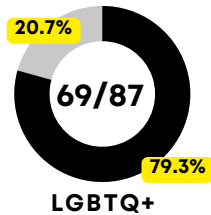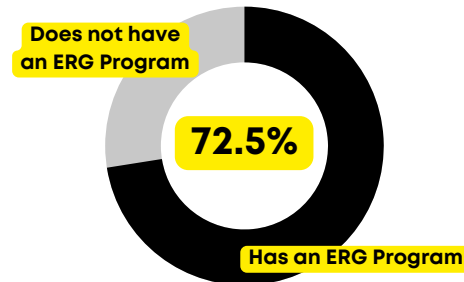
Has an ERG Program

- 87 out of 120 companies has an ERG Program.
- Average number of ERG for this group is 8 ERGs per company.
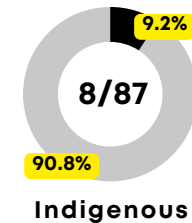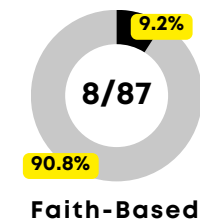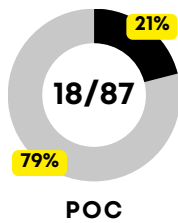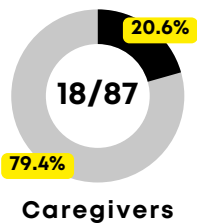
Most Common ERG Program Moniker

20.7%
18 companies

3.4%
3 companies

52.9%
46 companies

23%
20 companies

- Employee Resource Groups
- Business Resource Groups
- Employee Networks
- Miscellaneous

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ERG Representation Fact Sheet: 15,000 to 49,999 Employees

ERG Community Representation

Women — 128/159 — 21.9% / 78.1%

LGBTQ+ — 120/159 — 24.6% / 75.4%

Veterans — 115/159 — 27.7% / 72.3%

Black — 114/159 — 28.4% / 71.6%

Hispanic — 102/159 — 36% / 64%

Asian — 90/159 — 43% / 57%

Disability — 88/159 — 45% / 55%

Generational — 54/159 — 34% / 66%

Caregivers — 23/159 — 14.5% / 85.5%

POC — 17/159 — 10.6% / 89.4%

Faith-Based — 11/159 — 7% / 93%

Indigenous — 11/159 — 7% / 93%

ERG Program Presence

82.4%

Does not have an ERG Program
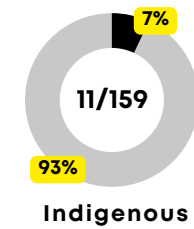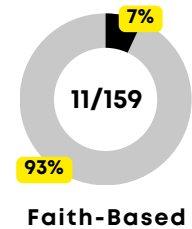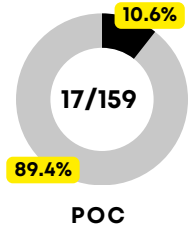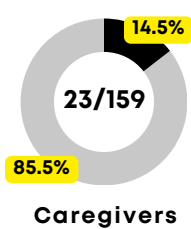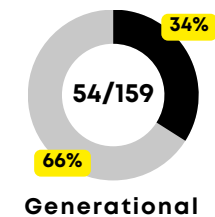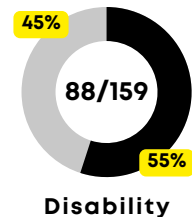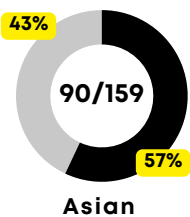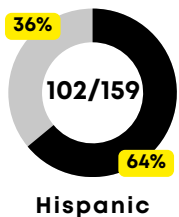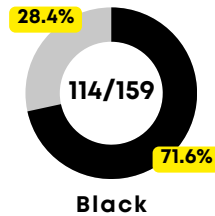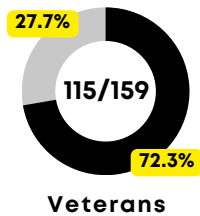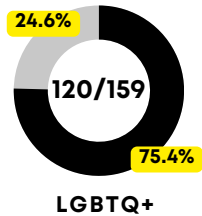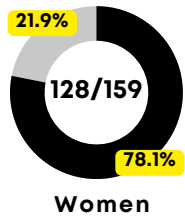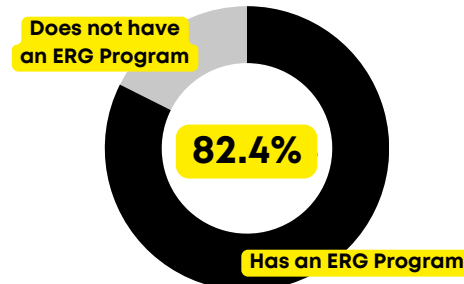
Has an ERG Program

- 159 out of 193 companies has an ERG Program.
- Average number of ERG for this group is 8 ERGs per company.

Most Common ERG Program Moniker

30.8% — 49 companies

56.6% — 90 companies

12.6% — 20 companies

■ Employee Resource Groups
■ Business Resource Groups
■ Miscellaneous

30

ERG Representation Fact Sheet: 50,000 to 99,999 Employees

ERG Community Representation

LGBTQ+ — 61/75 — 18.7% / 81.3%

Women — 61/75 — 18.7% / 81.3%

Black — 58/75 — 22.7% / 77.3%

Hispanic — 55/75 — 26% / 74%

Veterans — 53/75 — 29% / 71%

Disability — 49/75 — 35% / 65%

Asian — 48/75 — 36% / 64%

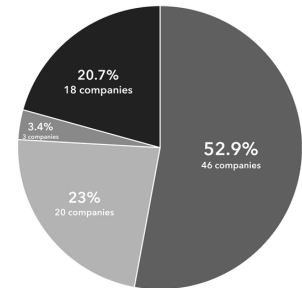**Generational** — 26/75 — 34.6% / 65.4%

Caregivers — 20/75 — 26.6% / 73.4%

Faith-Based — 10/75 — 13.3% / 86.7%

Indigenous — 10/75 — 13% / 87%

POC — 6/75 — 8% / 92%

ERG Program Presence

Does not have an ERG Program

89.3%
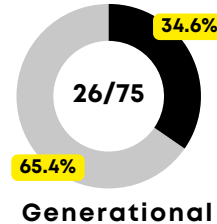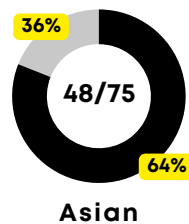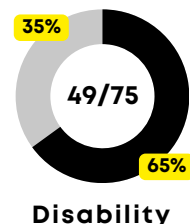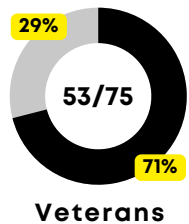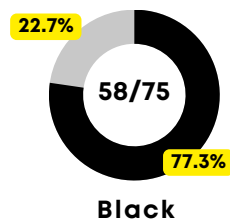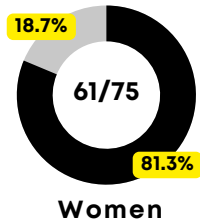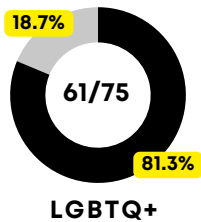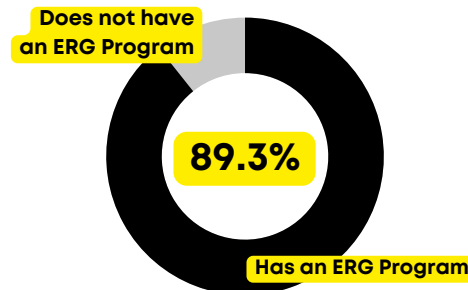
Has an ERG Program

- 75 out of 84 companies has an ERG Program.
- Average number of ERG for this group is 13 ERGs per company (skewed by 2 companies with 100+ ERGs)

Most Common ERG Program Moniker
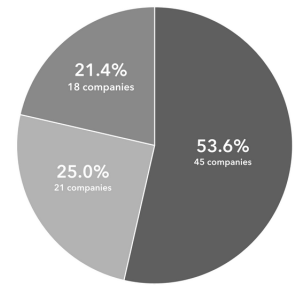
21.4% — 18 companies

53.6% — 45 companies

25.0% — 21 companies

- Employee Resource Groups
- Business Resource Groups
- Miscellaneous

31

ERG Representation Fact Sheet: 100,000+ Employees

ERG Community Representation

Women — 49/55 — 16% / 84%

Black — 48/55 — 17% / 83%

LGBTQ+ — 48/55 — 17% / 83%

Asian — 46/55 — 19% / 81%

Hispanic — 45/55 — 20% / 80%

Veterans — 45/55 — 20% / 80%

Disability — 43/55 — 22% / 78%

Generational — 23/55 — 41.8% / 58.2%

Indigenous — 20/55 — 36.6% / 63.4%

Caregivers — 14/55 — 25.4% / 74.6%

POC — 7/55 — 12.7% / 87.3%

Faith-Based — 5/55 — 9.1% / 90.9%

ERG Program Presence

90.2%

Does not have an ERG Program
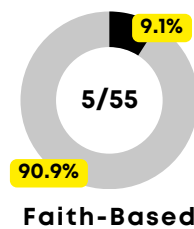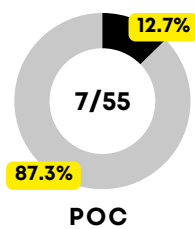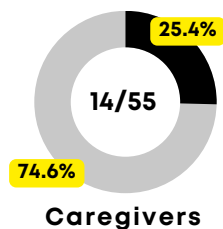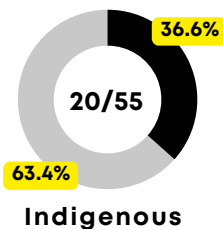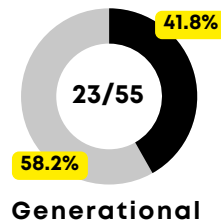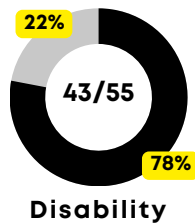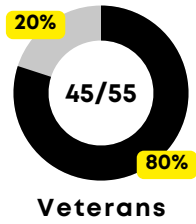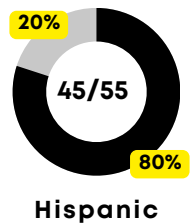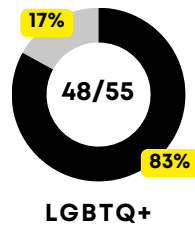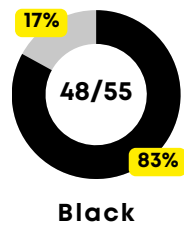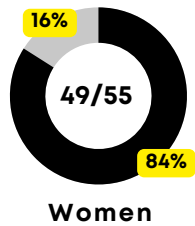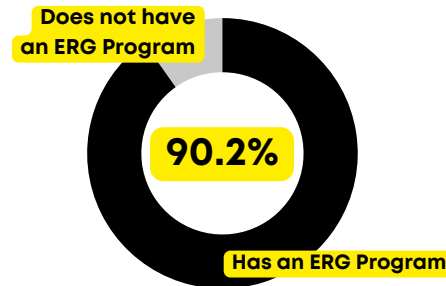
Has an ERG Program

- 55 out of 61 companies has an ERG Program.

- Average number of ERG for this group is 13 (Skewed by 4 companies with 35+ ERGs.

Most Common ERG Program Moniker

- 9.8% — 6 companies
- 8.2% — 5 companies
- 23% — 14 companies
- 59.0% — 36 companies
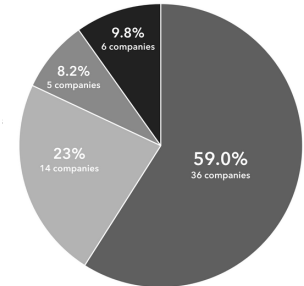
■ Employee Resource Groups
■ Business Resource Groups
■ Associate Resource Groups
■ Miscellaneous

Only one company with an employee base exceeding 100,000 did not host any ERGs for communities of color, demonstrating a strong representation within large organizations.

A noticeable trend emerges correlating the size of a Fortune 500 company's workforce with the likelihood of the company having ERGs. The larger the company (in terms of employees), the higher the probability that it will have established ERGs.

32

Industry Breakdown

Our fact sheets endeavor to provide a broad-spectrum view of ERG representation across a range of industries. While they offer an insightful snapshot for benchmarking, these sheets should not be regarded as the absolute standard. There are multiple factors that could influence ERG representation in companies that aren't part of the Fortune 500 list.

Healthcare

Chemicals

Travel & Casinos

Entertainment

Advertising & Marketing

Apparel & Personal Care

Food & Beverage

Retail

Automotive

Building & Construction

Engineering & Real Estate

Aerospace & Defense

Information Technology

Financial Services

Outsourcing Services
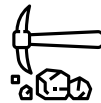
Mining & Metals
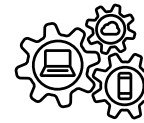
Electronics & Industrial Machinery

Energy & Petroleum

Transportation & Logistics

Telecommunications

Paper & Packaging

Tobacco

Miscellaneous

Healthcare Industry

Chemicals Industry

This industry consists of companies involved in the production and distribution of various chemical products, which span pharmaceuticals, paints, plastics, and synthetic materials.

This industry consists of companies that produce and distribute a wide range of chemical products, including pharmaceuticals, paints, plastics, and synthetic materials.

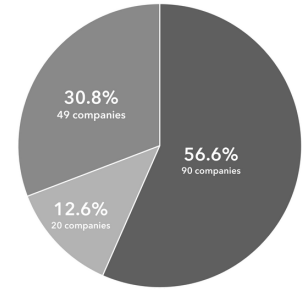**Does not have an ERG Program**

94.4%

Has an ERG Program

- **34 out of 36 companies has an ERG Program.**
- **Average number of ERG for this group is 9 ERGs per company.**
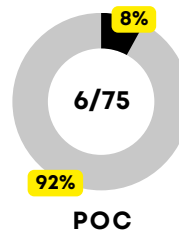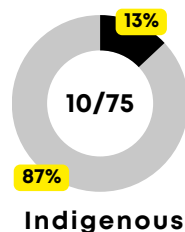
Most Common ERG Program Moniker

- 50.0% 17 companies
- 32.4% 11 companies
- 8.8% 3 companies
- 8.8% 3 companies

■ Employee Resource Groups
■ Colleague Resource Groups
■ Business Resource Groups
■ Miscellaneous

Does not have an ERG Program

80%

Has an ERG Program

- **12 out of 15 companies has an ERG Program.**
- **Average number of ERG for this group is 10 ERGs per company.**
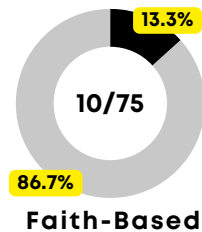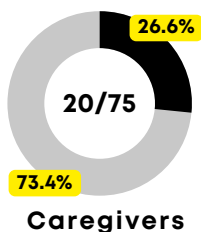
Most Common ERG Program Moniker

- 8.3% 1 company
- 8.3% 1 company
- 16.7% 2 companies
- 66.7% 8 companies

■ Employee Resource Groups
■ Employee Resource Netwrorks
■ Employee Network Groups
■ Affinity Groups

ERG Community Representation

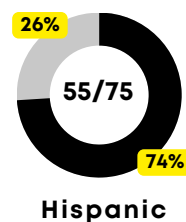|			
8.8% / 31/34 / 91.2%	11.8% / 30/34 / 88.2%	20.6% / 27/34 / 79.4%	20.6% / 27/34 / 79.4%
LGBTQ+	**Women**	**Black**	**Veterans**
23.5% / 26/34 / 76.5%	23.5% / 26/34 / 76.5%	29.4% / 24/34 / 70.6%	35.3% / 12/34 / 64.7%
Asian	**Hispanic**	**Disability**	**Generational**
14.7% / 5/34 / 85.3%	11.8% / 4/34 / 88.2%	11.8% / 4/34 / 88.2%	8.8% / 3/34 / 91.2%
Caregivers	**Faith-Based**	**POC**	**Indigenous**

ERG Community Representation

41.7% / 7/12 / 58.3%	41.7% / 7/12 / 58.3%	41.7% / 7/12 / 58.3%	41.7% / 7/12 / 58.3%
Black	**Hispanic**	**LGBTQ+**	**Women**
50% / 6/12 / 50%	50% / 6/12 / 50%	33% / 4/12 / 67%	25% / 3/12 / 75%
Asian	**Veterans**	**Disability**	**Generational**
0% / 0/12	0% / 0/12	0% / 0/12	0% / 0/12
Caregivers	**Faith-Based**	**Indigenous**	**POC**

Travel & Casino Industry

This industry consists of companies that provide services related to tourism and leisure, such as airlines, hotels, travel agencies, and casinos.

Does not have an ERG Program

85.7%

Has an ERG Program

- 6 out of 7 companies has an ERG Program.
- Average number of ERG for this group is 11 ERGs per company.

Most Common ERG Program Moniker

50%
2 companies

50%
8 companies

■ Employee Resource Groups
■ Business Resource Groups

ERG Community Representation

100%
6/6
Black

100%
6/6
LGBTQ+

16.7%
5/6
83.3%
Disability

16.7%
5/6
83.3%
Hispanic

16.7%
5/6
83.3%
Veterans

16.7%
5/6
83.3%
Women

33.3%
4/6
66.7%
Asian

33.3%
4/6
66.7%
Caregivers

50%
3/6
50%
Generational

33.3%
2/6
66.7%
Faith-Based

16.7%
1/6
83.3%
Indigenous

0%
0/6
POC
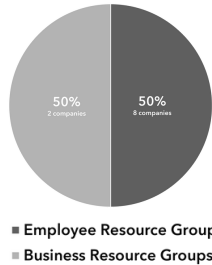
Entertainment Industry

This industry consists of companies involved in the production and distribution of various forms of entertainment, including movies, music, television programs, and video games.

Does not have an ERG Program

85.7%

Has an ERG Program

- 6 out of 7 companies has an ERG Program.
- Average number of ERG for this group is 23 ERGs per company.

Most Common ERG Program Moniker

16.7%
1 company

16.7%
1 company

66.7%
4 companies

■ Employee Resource Groups
■ Business Resource Groups
■ Netflix Networks

ERG Community Representation

16.7%
5/6
83.3%
Women

33.3%
4/6
66.7%
Asian

33.3%
4/6
66.7%
Black

33.3%
4/6
66.7%
Disability

33.3%
4/6
66.7%
Hispanic

33.3%
4/6
66.7%
LGBTQ+

50%
3/6
50%
Caregivers

50%
3/6
50%
Veterans

33.3%
2/6
66.7%
POC

16.7%
1/6
83.3%
Faith-Based

16.7%
1/6
83.3%
Generational

16.7%
1/6
83.3%
Indigenous

Advertising & Marketing Industry

This industry consists of companies that offer services to promote other businesses, products, and services, ranging from traditional advertising campaigns to digital marketing strategies.

Has an ERG Program

100%

- 3 out of 3 companies has an ERG Program.
- Average number of ERG for this group is 8 ERGs per company.

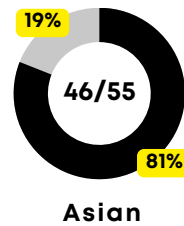## Most Common ERG Program Moniker

33.3%
1 company

33.3%
1 company

33.3%
1 company

■ Employee Resource Groups
■ Business Resource Groups
■ Networks

ERG Community Representation

100%
3/3
Asian

100%
3/3
Black

100%
3/3
Hispanic

100%
3/3
LGBTQ+

100%
3/3
Women

33.3%
2/3
66.7%
Disability

33.3%
1/3
66.7%
Caregivers

0%
0/3
Faith-Based

0%
0/3
Generational

0%
0/3
Indigenous

0%
0/3
POC

0%
0/3
Veterans
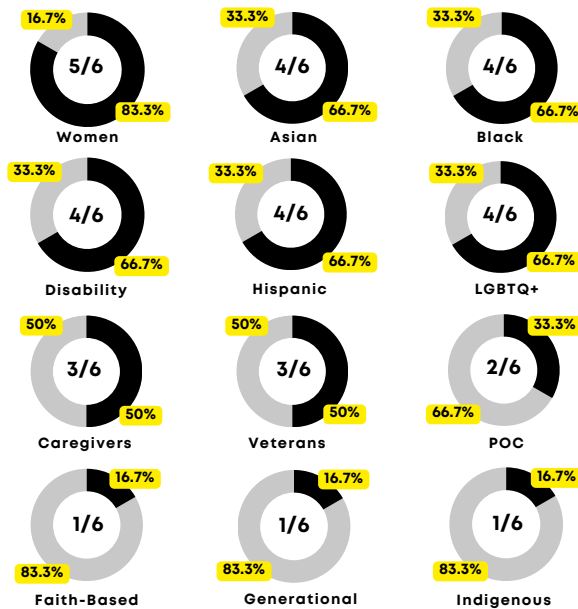
Apparel & Personal Care Industry

This industry consists of companies that manufacture and sell clothing, footwear, and personal care products like cosmetics and toiletries.

100%
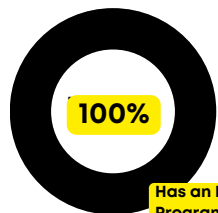
Has an ERG Program

- 8 out of 8 companies has an ERG Program.
- Average number of ERG for this group is 9 ERGs per company.

Most Common ERG Program Moniker

12.5% 1 company
12.5% 1 company
12.5% 1 company
62.5% 5 companies
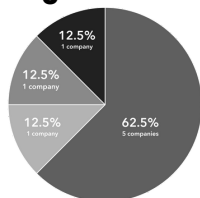
- ■ Employee Resource Groups
- ■ Employee Networks
- ■ Business Resource Groups
- ■ Associate Groups

Food & Beverage Industry

This industry consists of companies involved in processing, packaging, and distributing food and beverage products.

Does not have an ERG Program

84.4%
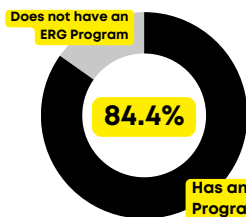
Has an ERG Program

- 28 out of 33 companies has an ERG Program.
- Average number of ERG for this group is 9 ERGs per company.

Most Common ERG Program Moniker

14.3% 4 companies
32.1% 9 companies
53.6% 15 companies
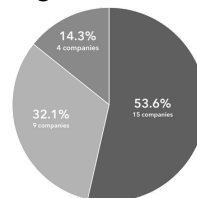
- ■ Employee Resource Groups
- ■ Business Resource Groups
- ■ Miscellaneous

Retail Industry

This industry consists of companies that sell a variety of goods directly to consumers, either through physical stores or online platforms.

Does not have an ERG Program

77.1%
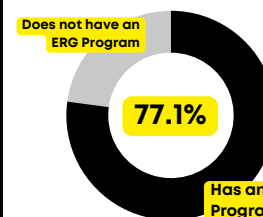
Has an ERG Program

- 27 out of 35 companies has an ERG Program.
- Average number of ERG for this group is 7 ERGs per company.

Most Common ERG Program Moniker

33.3% 9 companies
51.9% 14 companies
14.8% 4 companies

- ■ Employee Resource Groups
- ■ Colleague Resource Groups
- ■ Miscellaneous

ERG Community Representation

12.5% / 87.5% **7/8** Asian	12.5% / 87.5% **7/8** Black	12.5% / 87.5% **7/8** Disability
12.5% / 87.5% **7/8** Hispanic	12.5% / 87.5% **7/8** LGBTQ+	12.5% / 87.5% **7/8** Women
37.5% / 62.5% **5/8** Caregivers	50% / 50% **4/8** Veterans	37.5% / 62.5% **3/8** Generational
37.5% / 62.5% **3/8** Indigenous	25% / 75% **2/8** POC	18.8% / 81.2% **1/8** Faith-Based

ERG Community Representation

17.9% / 82.1% **23/28** LGBTQ+	17.9% / 82.1% **23/28** Veterans	17.9% / 82.1% **23/28** Women
21.4% / 78.6% **22/28** Black	21.4% / 78.6% **22/28** Hispanic	28.6% / 71.4% **20/28** Asian
42.9% / 57.1% **16/28** Disability	39.3% / 60.7% **11/28** Generational	14.3% / 85.7% **4/28** Caregivers
10.7% / 89.3% **3/28** Indigenous	10.7% / 89.3% **3/28** POC	0% **0/28** Faith-Based

ERG Community Representation

22.2% / 77.8% **21/27** LGBTQ+	25.9% / 74.1% **20/27** Women	29.6% / 70.4% **19/27** Black
37% / 63% **17/27** Hispanic	40.7% / 59.3% **16/27** Veterans	48.2% / 51.8% **14/27** Asian
37% / 63% **10/27** Disability	25.9% / 74.1% **7/27** Generational	22.2% / 77.8% **6/27** Caregivers
3.7% / 96.3% **1/27** Faith-Based	3.7% / 96.3% **1/27** Indigenous	3.7% / 96.3% **1/27** POC

Automotive Industry

This industry consists of companies that design, manufacture, market, and sell motor vehicles.

Does not have an ERG Program
Has an ERG Program
50%
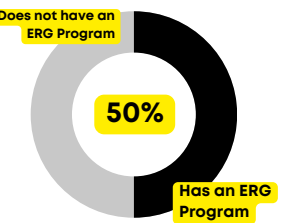
- 11 out of 22 companies has an ERG Program.
- Average number of ERG for this group is 7 ERGs per company.
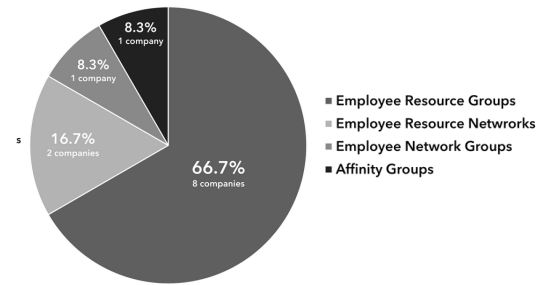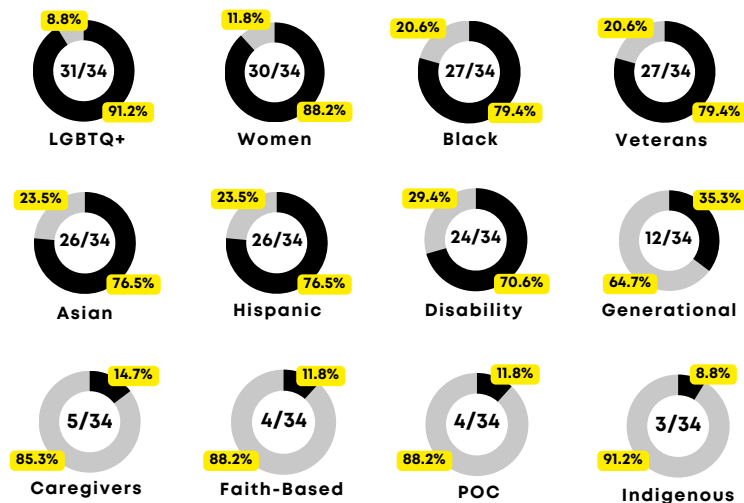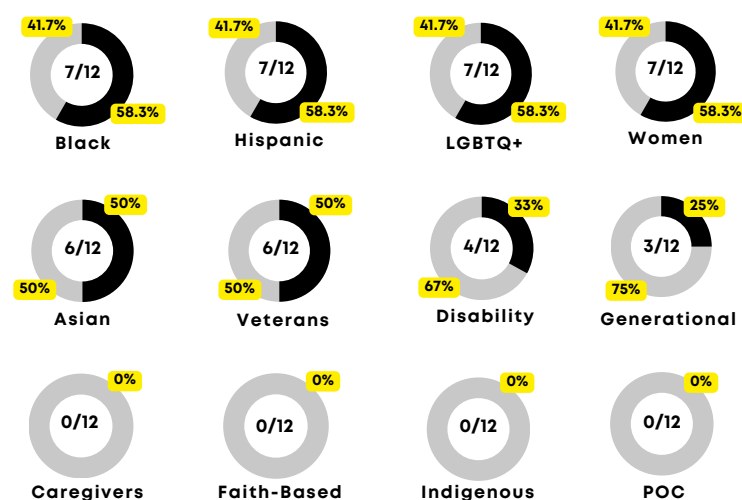
Most Common ERG Program Moniker

18.2% 2 companies
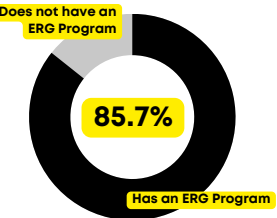18.2% 2 companies
63.6% 7 companies

- Employee Resource Groups
- Business Resource Groups
- Miscellaneous

ERG Community Representation

Community	Yes	No
Black	8/11 (72.7%)	27.3%
Women	8/11 (72.7%)	27.3%
LGBTQ+	7/11 (63.6%)	36.4%
Veterans	6/11 (54.5%)	45.5%
Asian	4/11 (63.6%)	36.4%
Generational	4/11 (63.6%)	36.4%
Hispanic	4/11 (63.6%)	36.4%
Disability	3/11 (72.7%)	27.3%
Faith-Based	1/11 (90.9%)	9.1%
Indigenous	1/11 (90.9%)	9.1%
Caregivers	0/11 (0%)	
POC	0/11 (0%)	
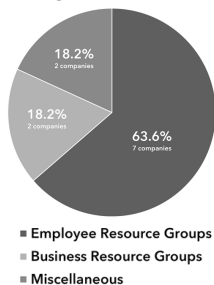
Building & Construction Industry

This industry consists of companies that produce construction materials and offer construction services for commercial and residential buildings.

Does not have an ERG Program
Has an ERG Program
55.6%

- 10 out of 18 companies has an ERG Program.
- Average number of ERG for this group is 8 ERGs per company.

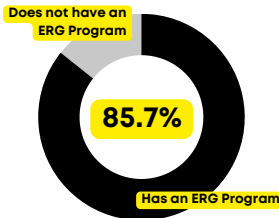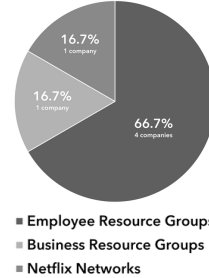### Most Common ERG Program Moniker

30% 3 companies
70% 7 companies

- Employee Resource Groups
- Miscellaneous

ERG Community Representation

Community	Yes	No
Black	7/10 (70%)	30%
Veterans	7/10 (70%)	30%
Women	7/10 (70%)	30%
Hispanic	6/10 (60%)	40%
LGBTQ+	6/10 (60%)	40%
Asian	5/10 (50%)	50%
Disability	5/10 (50%)	50%
Caregivers	3/10 (70%)	30%
POC	3/10 (70%)	30%
Generational	2/10 (80%)	20%
Faith-Based	1/10 (90%)	10%
Indigenous	0/10 (0%)	

Engineering & Real Estate Industry

This industry consists of companies offering engineering services and engaging in real estate development, management, and leasing.
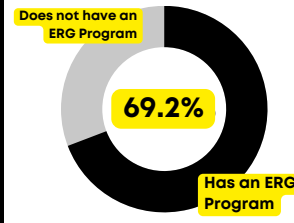
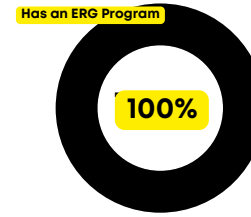## Does not have an ERG Program
Has an ERG Program
69.2%

- 9 out of 13 companies has an ERG Program.
- Average number of ERG for this group is 7 ERGs per company.

Most Common ERG Program Moniker

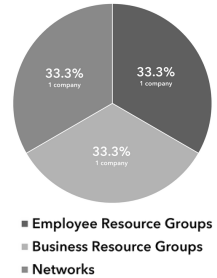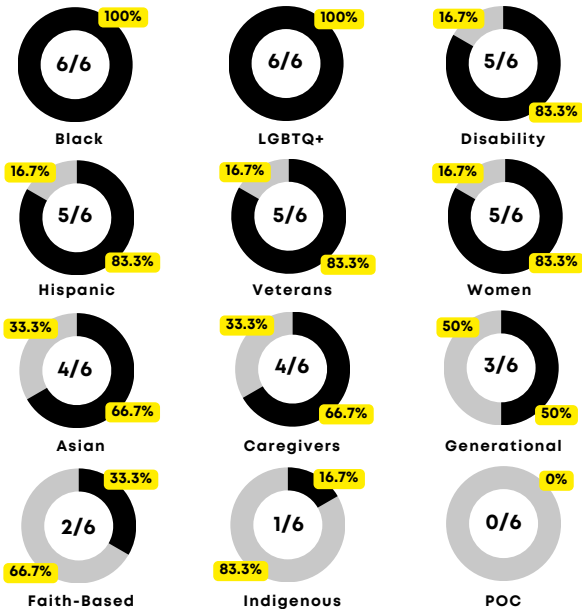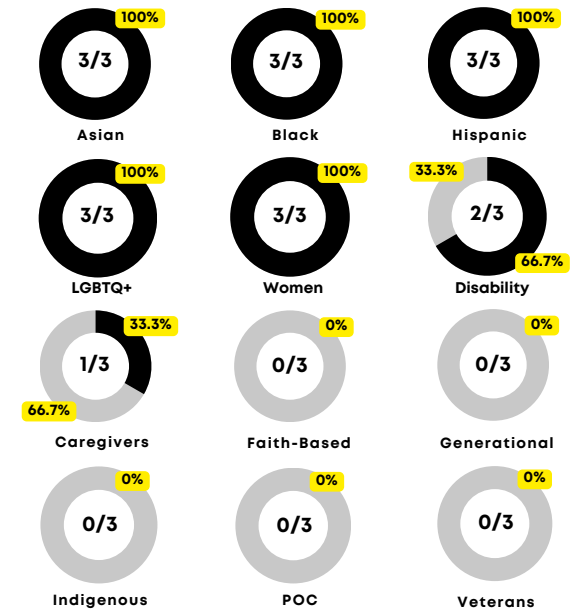44% 4 companies
56% 5 companies

- Employee Resource Groups
- Miscellaneous

ERG Community Representation

Community	Yes	No
Women	8/9 (88.9%)	11.1%
Black	6/9 (66.7%)	33.3%
LGBTQ+	6/9 (66.7%)	33.3%
Veterans	6/9 (66.7%)	33.3%
Disability	5/9 (55.5%)	44.5%
Hispanic	5/9 (55.5%)	44.5%
Asian	4/9 (55.6%)	44.4%
Generational	2/9 (77.8%)	22.2%
Caregivers	1/9 (88.9%)	11.1%
Faith-Based	1/9 (88.9%)	11.1%
POC	1/9 (88.9%)	11.1%
Indigenous	0/9 (0%)	
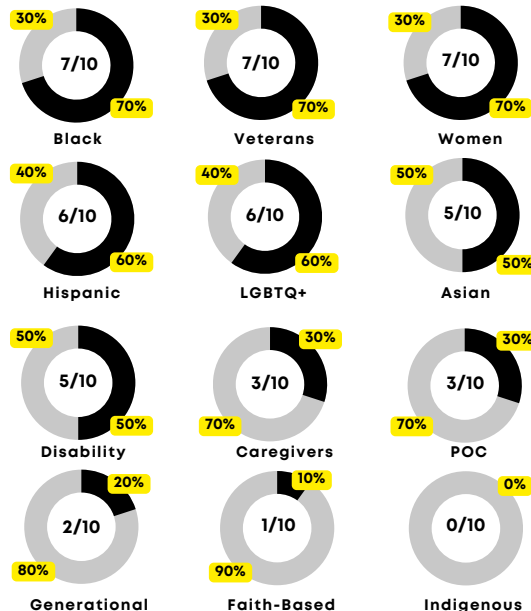
Aerospace & Defense Industry

This industry consists of companies that design, manufacture, and sell aircraft, spacecraft, and military equipment.

Does not have an ERG Program

87.5%
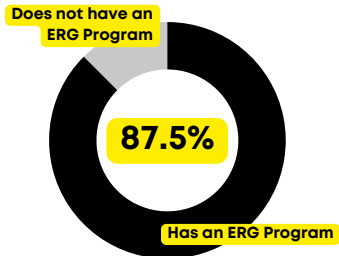
Has an ERG Program

- 7 out of 8 companies has an ERG Program.
- The average is skewed by a company that boasts 35 ERGs across different brands. Adjusting for their brand average of 7, the updated industry average comes to 11.

Most Common ERG Program Moniker

- 14.3% — 1 company
- 14.3% — 1 company
- 71.4% — 5 companies

- Employee Resource Groups
- Business Resource Groups and Employee Networks
- Business Resource Groups

ERG Community Representation

14.3% / 6/7 / 85.7% **Asian**	14.3% / 6/7 / 85.7% **Black**	14.3% / 6/7 / 85.7% **LGBTQ+**	14.3% / 6/7 / 85.7% **Veterans**
14.3% / 6/7 / 85.7% **Women**	14.3% / 6/7 / 85.7% **Hispanic**	28.6% / 5/7 / 71.4% **Disability**	42.9% / 4/7 / 57.1% **Generational**
42.9% / 3/7 / 57.1% **Indigenous**	28.6% / 2/7 / 71.4% **Caregivers**	0% / 0/7 **Faith-Based**	0% / 0/7 **POC**

Information Technology Industry

This industry consists of companies providing software, hardware, and technology services, including cloud computing and cybersecurity solutions.

Does not have an ERG Program

92.3%
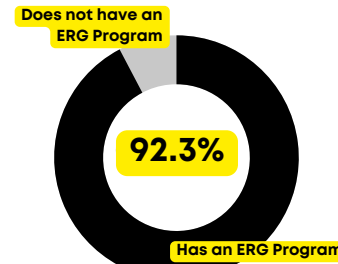
Has an ERG Program

- 48 out of 52 companies has an ERG Program.
- The average is influenced by a company's 125 ERGs and another's 39 ERGs. Omitting these two, the average shifts to 10.

Most Common ERG Program Moniker
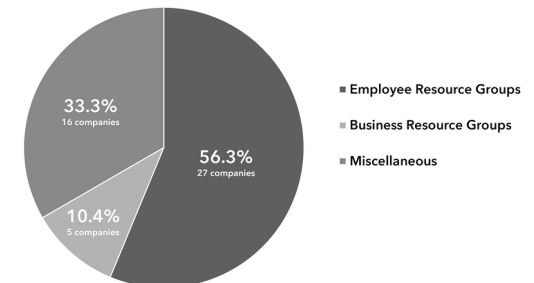
- 33.3% — 16 companies
- 56.3% — 27 companies
- 10.4% — 5 companies

- Employee Resource Groups
- Business Resource Groups
- Miscellaneous

ERG Community Representation

16.7% / 40/48 / 83.3% **Women**	18.7% / 39/48 / 81.3% **LGBTQ+**	18.7% / 39/48 / 81.3% **Veterans**	29.2% / 34/48 / 70.8% **Black**
33.4% / 32/48 / 66.6% **Disability**	37.5% / 30/48 / 62.5% **Hispanic**	39.6% / 29/48 / 60.4% **Asian**	35.4% / 17/48 / 64.6% **Generational**
29.2% / 14/48 / 70.8% **Indigenous**	18..8% / 9/48 / 81.2% **Faith-Based**	16.7% / 8/48 / 83.3% **POC**	14.6% / 7/48 / 85.4% **Caregivers**
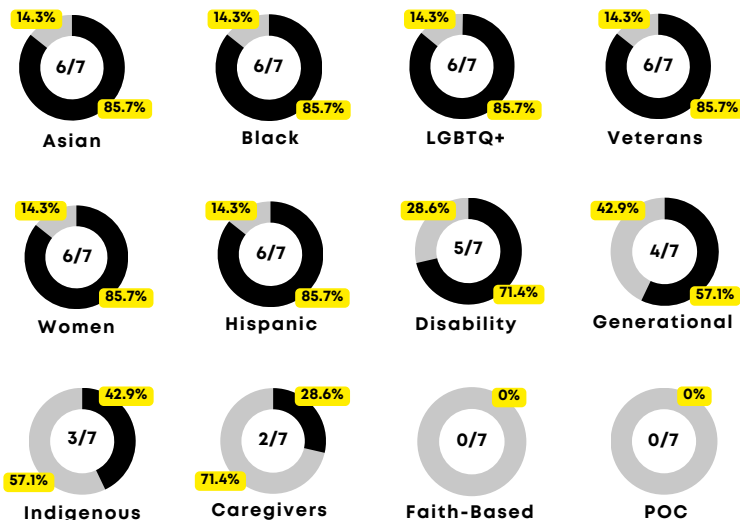
Financial Services Industry
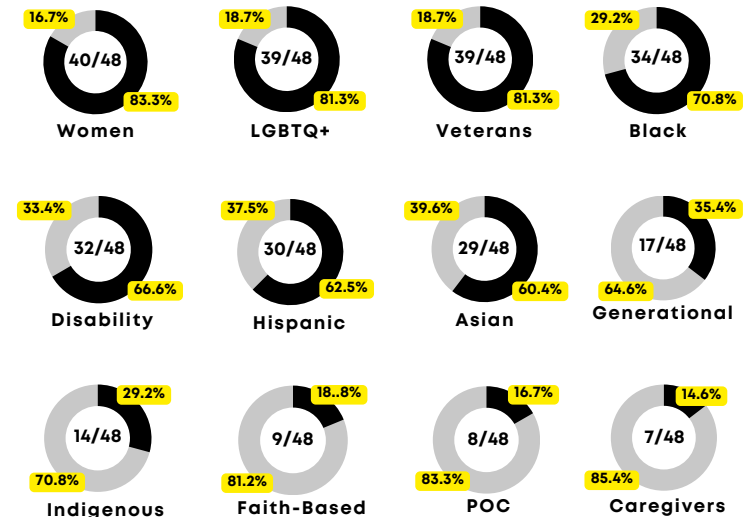
Outsourcing Services Industry

This industry consists of companies providing financial services, including banking, insurance, investment management, and other related services.

This industry consists of companies providing third-party services to other businesses, including IT, customer service, human resources, and other operational functions.

85.6%

Does not have an ERG Program

Has an ERG Program

- **83 out of 97 companies has an ERG Program.**
- **Average number of ERG for this group is 9 ERGs per company.**

Most Common ERG Program Moniker

- 42.2% 35 companies
- 30.1% 25 companies
- 21.7% 18 companies
- 6% 5 companies

■ Employee Resource Groups
■ Business Resource Groups
■ Employee Networks
■ Miscellaneous

100%
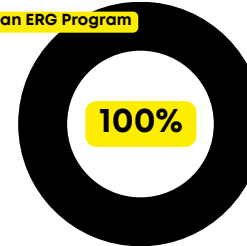
Has an ERG Program

- **5 out of 5 companies has an ERG Program.**
- **Average number of ERG for this group is 7 ERGs per company.**
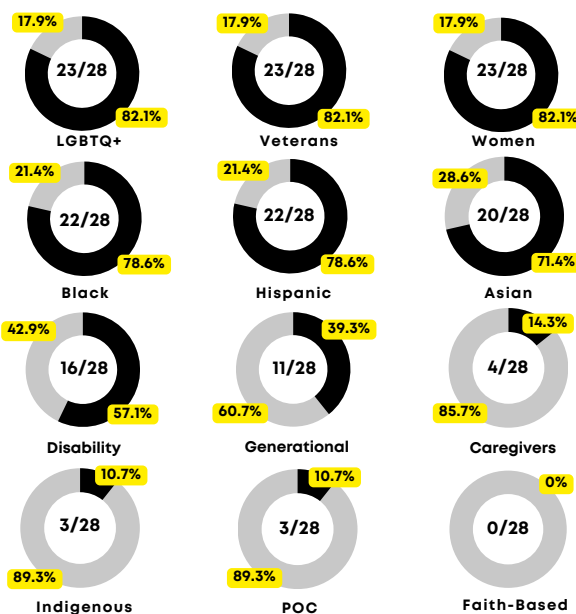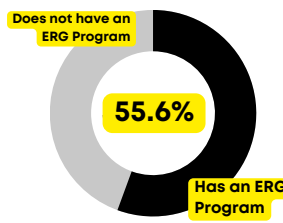
Most Common ERG Program Moniker
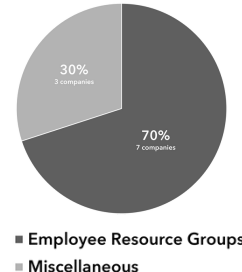
- 20% 1 company
- 20% 1 company
- 20% 1 company
- 40% 2 companies

■ Employee Resource Groups
■ Business Resource Groups
■ Employee Networks
■ Partner Business Resource Groups

ERG Community Representation

14.3% / 69/83 / 85.7%	14.3% / 68/83 / 85.7%	14.3% / 66/83 / 85.7%	28.6% / 58/83 / 71.4%
LGBTQ+	**Women**	**Veterans**	**Disability**
14.3% / 56/83 / 85.7%	14.3% / 56/83 / 85.7%	14.3% / 54/83 / 85.7%	42.9% / 36/83 / 57.1%
Black	**Hispanic**	**Asian**	**Generational**
28.6% / 25/83 / 71.4%	21.7% / 18/83 / 78.3%	42.9% / 16/83 / 57.1%	10.8% / 9/83 / 89.2%
Caregivers	**POC**	**Indigenous**	**Faith-Based**

ERG Community Representation

20% / 4/5 / 80%	20% / 4/5 / 80%	20% / 4/5 / 80%	40% / 3/5 / 60%
Black	**Hispanic**	**Women**	**Asian**
40% / 3/5 / 60%	40% / 3/5 / 60%	40% / 3/5 / 60%	40% / 2/5 / 60%
Generational	**LGBTQ+**	**Veterans**	**Disability**
20% / 1/5 / 80%	20% / 1/5 / 80%	0% / 0/5	0% / 0/5
Faith-Based	**Indigenous**	**Caregivers**	**POC**

Mining & Metals Industry

This industry consists of companies engaged in the extraction and processing of minerals and metals from the earth.

40%
- Has an ERG Program
- Does not have an ERG Program

- 8 out of 20 companies has an ERG Program.
- Average number of ERG for this group is 7 ERGs per company.
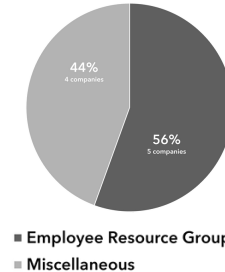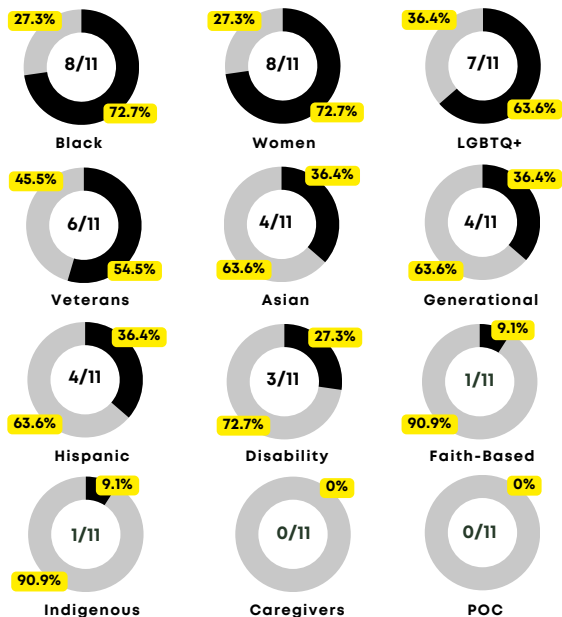
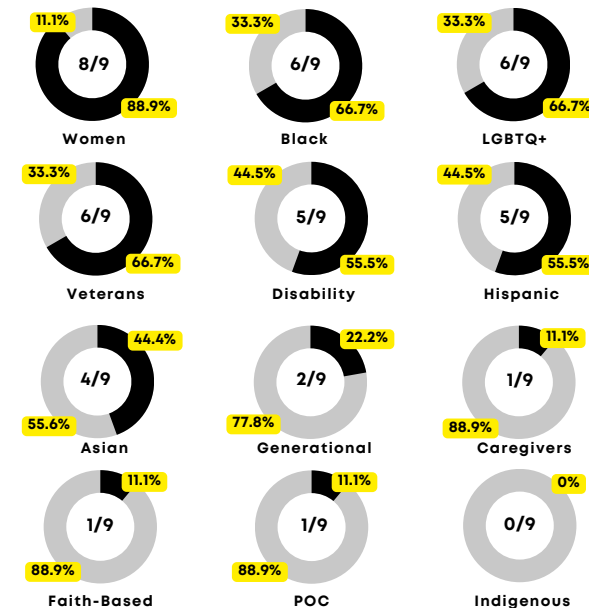## Most Common ERG Program Moniker

- 12.5% 1 company
- 12.5% 1 company
- 75.0% 6 companies

■ Employee Resource Groups
■ Employee Networks
■ Business Resource Groups

ERG Community Representation

LGBTQ+ 5/8 — 37.5% / 62.5%
Women 5/8 — 37.5% / 62.5%
Veterans 4/8 — 50% / 50%
Black 3/8 — 37.5% / 62.5%
Hispanic 3/8 — 37.5% / 62.5%
Asian 2/8 — 25% / 75%
Caregivers 2/8 — 25% / 75%
Disability 2/8 — 25% / 75%
Generational 2/8 — 25% / 75%
Indigenous 1/8 — 12.5% / 87.5%
Faith-Based 0/8 — 0%
POC 0/8 — 0%
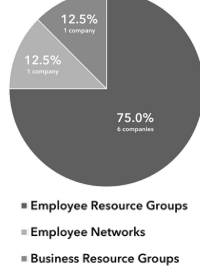
Electronics & Industrial Machinery Industry

This industry consists of companies manufacturing and selling electronics, industrial machinery, and related equipment.

93.3%
- Does not have an ERG Program
- Has an ERG Program

- 14 out of 15 companies has an ERG Program.
- The average is heightened due to one company's extensive collection of 150 ERGs. Without this particular company, the average aligns at 7 ERGs.

Most Common ERG Program Moniker

- 7.1% 1 company
- 7.1% 1 company
- 85.7% 12 companies

■ Employee Resource Groups
■ Associate-Centric Teams
■ Business Resource Groups

ERG Community Representation

Women 12/14 — 14.3% / 85.7%
Black 11/14 — 21.4% / 78.6%
Hispanic 11/14 — 21.4% / 78.6%
LGBTQ+ 11/14 — 21.4% / 78.6%
Asian 10/14 — 28.6% / 71.4%
Disability 10/14 — 28.6% / 71.4%
Veterans 10/14 — 28.6% / 71.4%
Generational 6/14 — 42.9% / 57.1%
POC 3/14 — 21.4% / 78.6
Caregivers 2/14 — 14.3% / 85.7%
Indigenous 1/14 — 7.1% / 92.9%
Faith-Based 0/14 — 0%

Energy & Petroleum Industry

This industry consists of companies involved in the exploration, extraction, refining, and distribution of energy resources, including oil, gas, and renewables.

71.1%
- Does not have an ERG Program
- Has an ERG Program
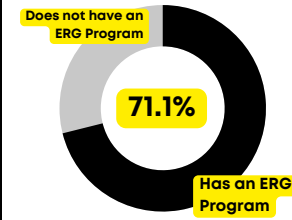
- 35 out of 46 companies has an ERG Program.
- Average number of ERG for this group is 9 ERGs per company.

Most Common ERG Program Moniker

- 14.3% 5 companies
- 5.7% 2 companies
- 20% 7 companies
- 60% 21 companies

■ Employee Resource Groups
■ Business Resource Groups
■ Employee Networks
■ Miscellaneous

ERG Community Representation

Women 27/35 — 49% / 51%
LGBTQ+ 26/35 — 25.7% / 74.3%
Veterans 25/35 — 45% / 55%
Hispanic 22/35 — 37.1% / 62.9%
Black 20/35 — 42.9% / 57.1%
Asian 19/35 — 45.7% / 54.3%
Disability 18/35 — 48.6% / 51.4%
Generational 11/35 — 31.4% / 68.6%
Indigenous 7/35 — 20% / 80%
Caregivers 6/35 — 17.1% / 82.9%
POC 4/35 — 11.4% / 88.6%
Faith-Based 2/35 — 5.7% / 94.3%
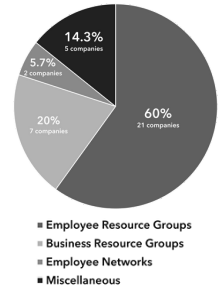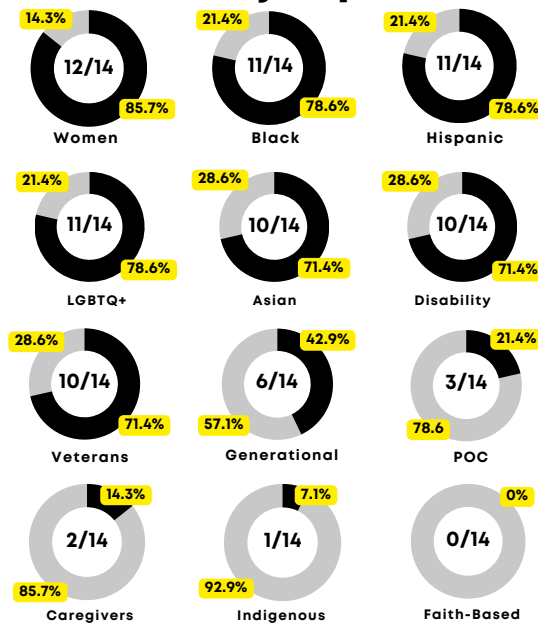
Transportation & Logistics Industry

This industry consists of companies providing transportation of goods and people, along with logistics services.

Does not have an ERG Program

61.5%
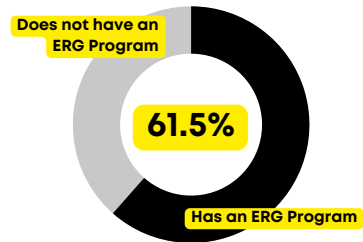
Has an ERG Program

- 8 out of 13 companies has an ERG Program.
- The average is lifted to 11 because of one company that has 40 ERGs. If we exclude this, the average would come down to 6.

Most Common ERG Program Moniker

- 11.1% 1 company
- 22.2% 2 companies
- 66.7% 6 companies

- ■ Employee Resource Groups
- ■ Business Resource Groups
- ■ Employee Resource Groups & Business Resource Groups

ERG Community Representation

100% **8/8** Women	12.5% **7/8** 87.5% Black	12.5% **7/8** 87.5% LGBTQ+	12.5% **7/8** 87.5% Veterans
25% **6/8** 75% Hispanic	50% **4/8** 50% Asian	50% **4/8** 50% Disability	37.5% **3/8** 62.5% Generational
25% **2/8** 75% POC	12.5% **1/8** 87.5% Caregivers	12.5% **1/8** 87.5% Indigenous	0% **0/8** Faith-Based

Telecommunications Industry

This industry consists of companies providing services for transmitting information via internet, phone, and broadcasting networks

Does not have an ERG Program

87.5%
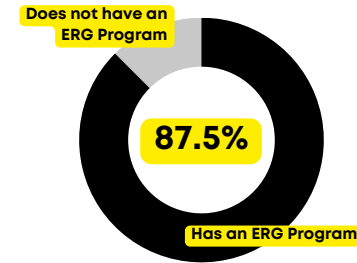
Has an ERG Program

- 7 out of 8 companies has an ERG Program.
- The average is increased to 16 as a result of a single company's 58 ERGs. Disregarding this outlier, the average stands at 9.

Most Common ERG Program Moniker

- 14.3% 1 company
- 14.3% 1 company
- 71.4% 5 companies

- ■ Employee Resource Groups
- ■ Business Resource Groups
- ■ Affinity Groups

ERG Community Representation

100% **7/7** Disability	100% **7/7** LGBTQ+	100% **7/7** Veterans	100% **7/7** Women
14.3% **6/7** 85.7% Asian	14.3% **6/7** 85.7% Black	14.3% **6/7** 85.7% Hispanic	42.9% **4/7** 57.1% Generational
42.8% **3/7** 57.2% Indigenous	28.5% **2/7** 71.5% Caregivers	0% **0/7** Faith-Based	0% **0/7** POC
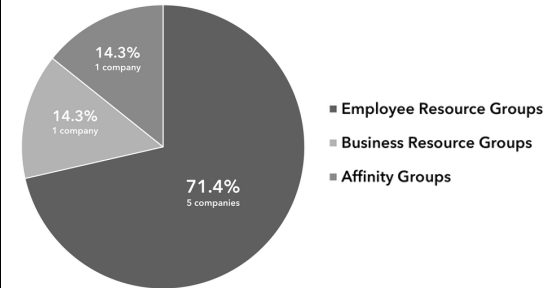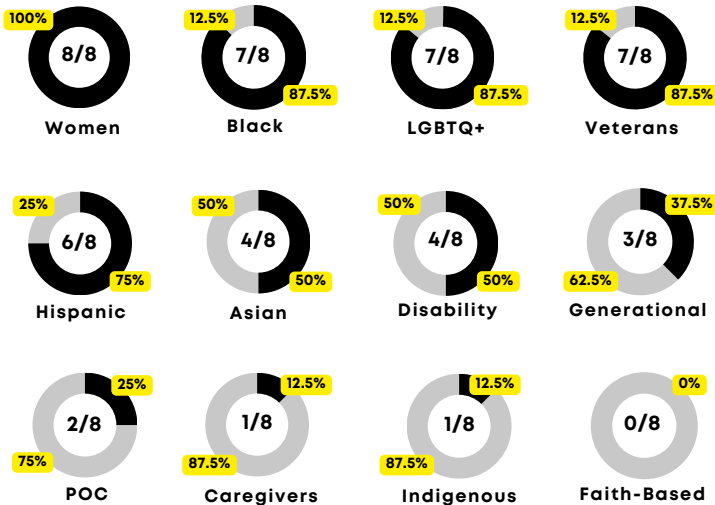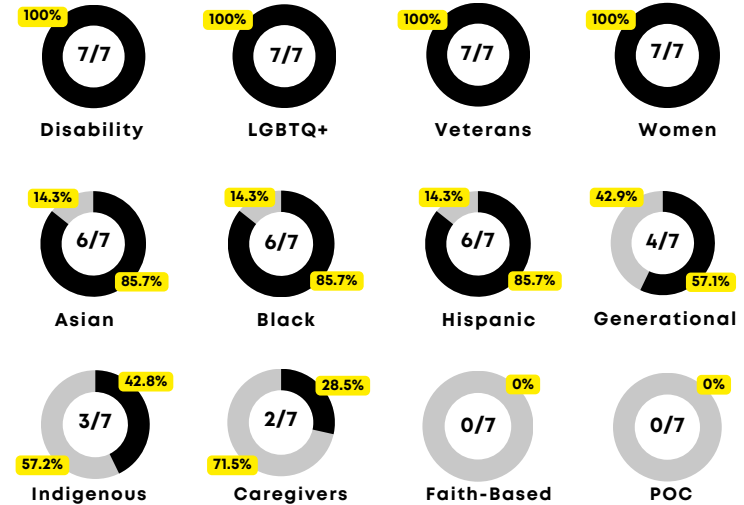
Paper & Packaging Industry

This industry consists of companies manufacturing paper and related products, and involved in the design and production of packaging materials.

Does not have an ERG Program

66.7%
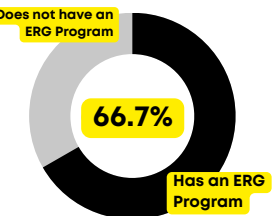
Has an ERG Program

- 6 out of 9 companies has an ERG Program.
- Average number of ERG for this group is 5 ERGs per company.
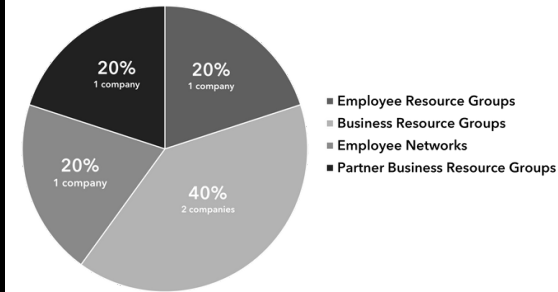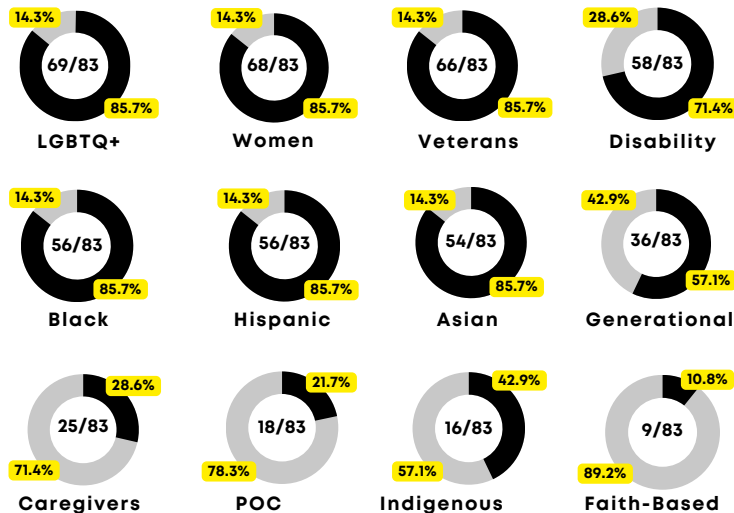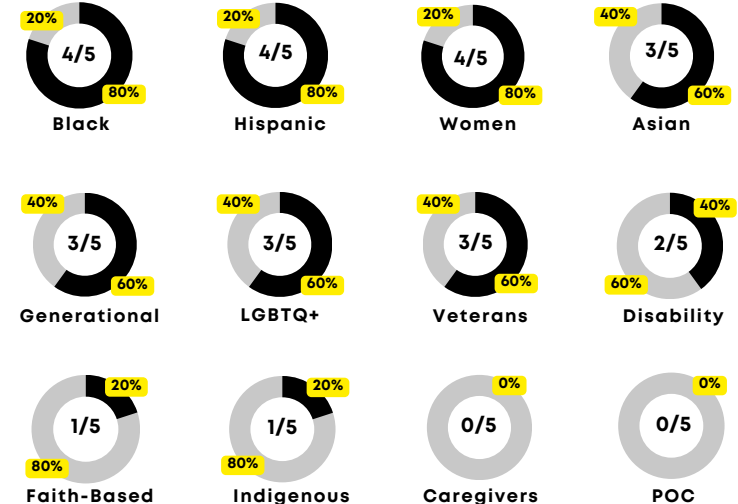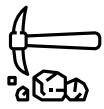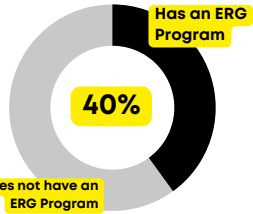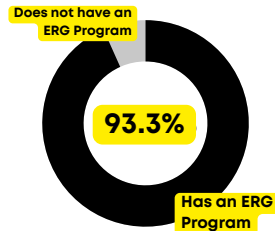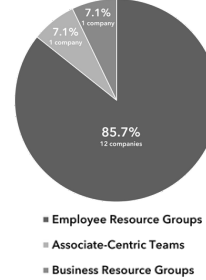
Most Common ERG Program Moniker

50%
3 companies

50%
3 companies

- ■ Employee Resource Groups
- ■ Miscellaneous

ERG Community Representation

100% 6/6 Black	100% 6/6 Women	16.7% 5/6 83.3% LGBTQ+
33.3% 4/6 66.6% Veterans	33.3% 2/6 66.6% Asian	33.3% 2/6 66.6% Disability
2/6 33.3% 66.6% Generational	2/6 33.3% 66.6% Hispanic	16.7% 1/6 83.3% POC
0/6 0% Caregivers	0/6 0% Faith-Based	0/6 0% Indigenous

Tobacco Industry

This industry consists of companies producing and selling tobacco products such as cigarettes, cigars, and other related products.
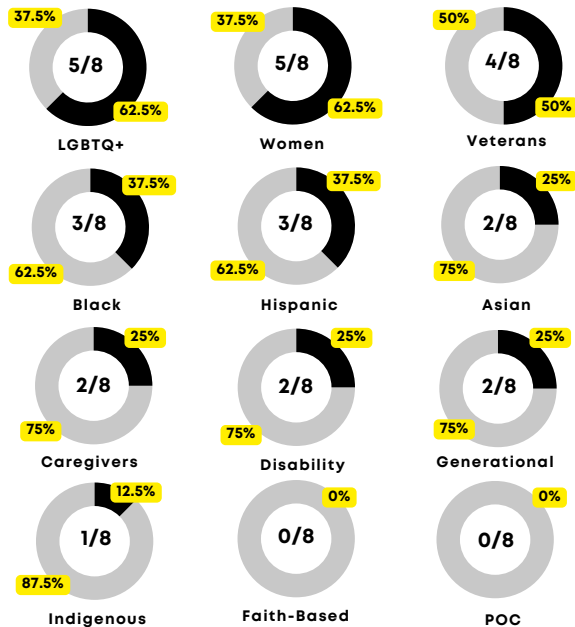
100%

Has an ERG Program

- 2 out of 2 companies has an ERG Program.
- Average number of ERG for this group is 8 ERGs per company.

Most Common ERG Program Moniker
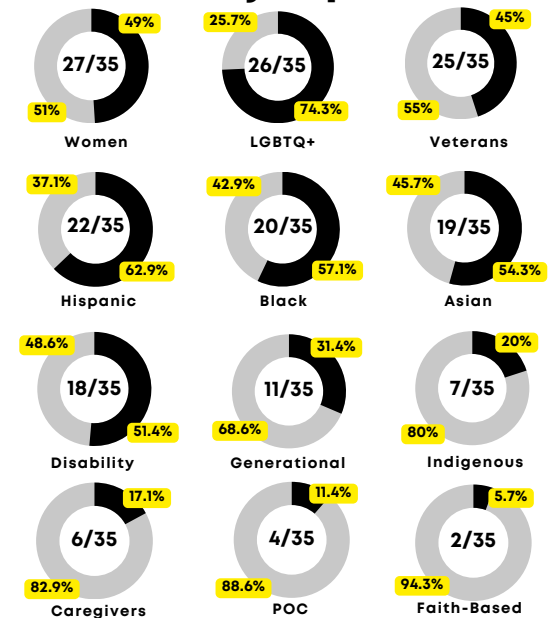
100%
2 companies

- ■ Employee Resource Groups

ERG Community Representation

100% 2/2 Disability	100% 2/2 LGBTQ+	100% 2/2 Women
50% 1/2 50% Asian	50% 1/2 50% Black	50% 1/2 50% Faith-Based
50% 1/2 50% Generational	50% 1/2 50% Hispanic	50% 1/2 50% Veterans
0/2 0% Caregivers	0/2 0% Indigenous	0/2 0% POC

Miscellaneous

This industry consists of a diverse range of companies that do not fit into a specific industry category.

Does not have an ERG Program

74.1%

Has an ERG Program

- 20 out of 27 companies has an ERG Program.
- Average number of ERG for this group is 7 ERGs per company.

Most Common ERG Program Moniker

20%
4 companies

25%
5 companies

55%
11 companies

- ■ Employee Resource Groups
- ■ Business Resource Groups
- ■ Miscellaneous

ERG Community Representation

35% 13/20 65% Women	40% 12/20 60% Veterans	45% 11/20 55% Hispanic
45% 11/20 55% LGBTQ+	50% 10/20 50% Black	35% 7/20 65% Disability
6/20 30% 70% Asian	2/20 10% 90% Generational	2/20 10% 90% Indigenous
1/20 5% 95% Caregivers	1/20 5% 95% POC	0/20 0% Faith-Based
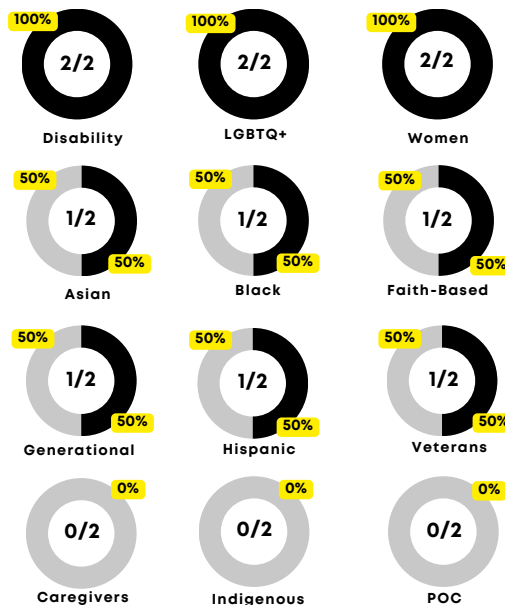
Financial Breakdown

In the following section, we will explore the prevalence of ERG Programs in relation to a company's overall profit amount.

Understanding the Fortune 500 Report

The Fortune 500 list ranks companies based on their total revenue for a specific fiscal year. This revenue includes the sales of all goods and services. The ranking is created by Fortune magazine annually and includes both public and private companies from a wide array of sectors. Being part of this list signifies a company's significant contribution to the economy and its commercial success.

Essential Definitions

In the Fortune 500 Report, "profits" refers to the money a company has left over after paying all its costs over a year. These costs can include things like employee salaries, taxes, and the cost of making or buying the products it sells. The amount of profit a company makes shows how successful it is at making money from its operations.

"Profit change" in the Fortune 500 Report shows whether a company's profits have gone up or down from one year to the next. If a company's profit change is positive, it means the company made more money than it did the previous year. If the profit change is negative, the company made less money than the previous year.

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Profit Over Revenue

Being one of the top 60 companies on the Fortune 500 list with the highest profit is a big deal. It means a company is very successful at making money after paying all its costs. These companies are seen as leaders in their industries and are often attractive to investors because of their financial success.

While revenue is an important factor to consider, profit can be a more insightful indicator of a company's financial health. Revenue is the total income generated by a business, but it does not account for the costs involved in producing goods or services. On the other hand, profit is the money a company retains after all its expenses, including cost of goods sold, operating expenses, taxes, and interest, have been deducted from its revenue. Hence, a company with a high revenue could potentially have a low profit if its costs are also high. Profit, therefore, is often considered a better measure of a company's efficiency and management effectiveness.

Positive Profit Change

A company on the Fortune 500 list experiencing a positive profit change denotes that its net income has grown compared to the prior accounting period.

Does not have an ERG Program
78.9%
Has an ERG Program

- **247 out of 313 companies has an ERG Program.**
- **Average number of ERG for this group is 10 ERGs per company.**
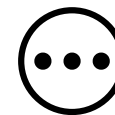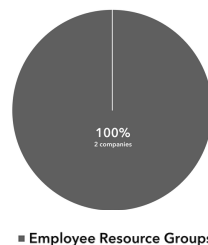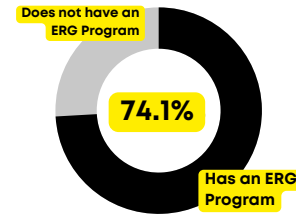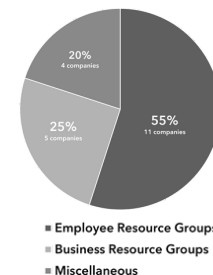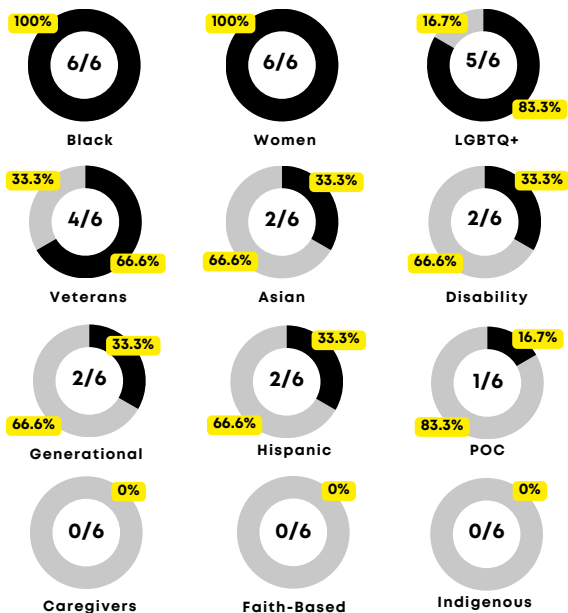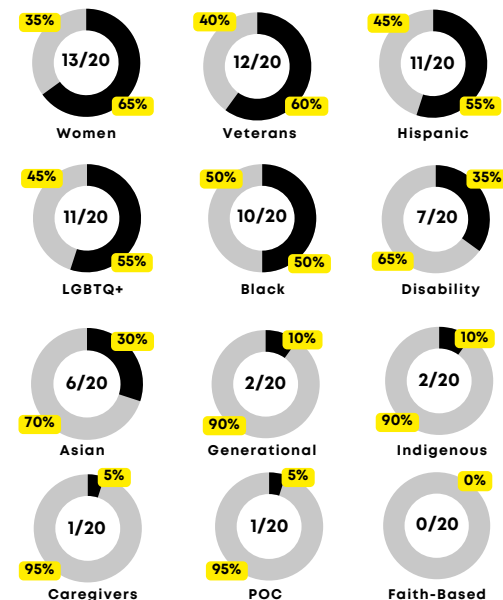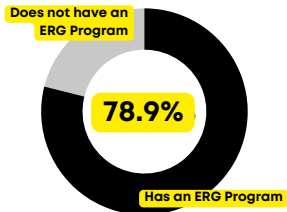
Most Common ERG Program Moniker

29.1%
72 companies
47.8%
118 companies
4%
10 companies
19%
47 companies

- Employee Resource Groups
- Business Resource Groups
- Employee Networks
- Miscellaneous

ERG Community Representation

16% — 208/247 — 84% — **Women**
18% — 203/247 — 82% — **LGBTQ+**
25% — 185/247 — 75% — **Veterans**

28% — 179/247 — 72% — **Black**
32% — 167/247 — 68% — **Hispanic**
37% — 156/247 — 63% — **Disability**

39% — 153/247 — 61% — **Asian**
36% — 90/247 — 64% — **Generational**
19% — 47/247 — 81% — **Caregivers**

16.6% — 41/247 — 83.4% — **POC**
13% — 32/247 — 87% — **Indigenous**
6.5% — 16/247 — 93.5% — **Faith-Based**
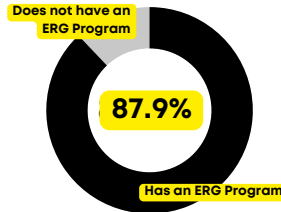

Negative Profit Change

If a company on the Fortune 500 list has a negative profit change, it means that its net income has shrunk in comparison to the previous accounting period.

Does not have an ERG Program
87.9%
Has an ERG Program

- **58 out of 66 companies has an ERG Program.**
- **Average number of ERG for this group is 7 ERGs per company.**

Most Common ERG Program Moniker

27.6%
16 companies
65.5%
38 companies
6.9%
4 companies

- Employee Resource Groups
- Business Resource Groups
- Miscellaneous

ERG Community Representation

26% — 43/58 — 74% — **LGBTQ+**
26% — 43/58 — 74% — **Women**
29% — 41/58 — 71% — **Veterans**

33% — 39/58 — 67% — **Black**
33% — 39/58 — 67% — **Hispanic**
43% — 33/58 — 57% — **Asian**

43% — 33/58 — 57% — **Disability**
34% — 20/58 — 64% — **Generational**
24% — 14/58 — 76% — **Caregivers**

14.5% — 9/58 — 85.5% — **Faith-Based**
13% — 8/58 — 87% — **Indigenous**
10% — 6/58 — 90% — **POC**

No Profit Change

When a company on the Fortune 500 list has no profit change, it implies that the net income has remained stable, neither growing nor declining compared to the last accounting period.

Does not have an ERG Program
76%
Has an ERG Program

- **92 out of 121 companies has an ERG Program.**
- **Average number of ERG for this group is 10 ERGs per company.**

Most Common ERG Program Moniker

17.4%
16 companies
3.3%
3 companies
16.3%
15 companies
63%
58 companies

- Employee Resource Groups
- Business Resource Groups
- Employee Networks
- Miscellaneous

ERG Community Representation

24% — 70/92 — 76% — **Women**
27% — 67/92 — 73% — **LGBTQ+**
37% — 62/92 — 67% — **Black**

34% — 61/92 — 66% — **Veterans**
37% — 58/92 — 63% — **Hispanic**
42% — 53/92 — 58% — **Asian**

51% — 45/92 — 49% — **Disability**
32% — 29/92 — 68% — **Generational**
21% — 19/92 — 79% — **Caregivers**

13% — 12/92 — 87% — **Indigenous**
9.7% — 9/92 — 90.3% — **Faith-Based**
6.5% — 6/92 — 93.5% — **POC**

Positive Profit

No or Negative Profit

Positive profits for a company on the Fortune 500 list means that the company has earned more than it has spent in the past fiscal year, leading to a financial surplus.

Negative profits for a company on the Fortune 500 list suggests that the company has spent more than it has earned in the last fiscal year, resulting in a financial deficit.

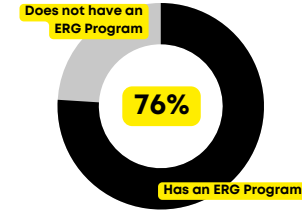**Does not have an ERG Program**

79.4%

Has an ERG Program

- 376 out of 462 companies has an ERG Program.
- Average number of ERG for this group is 10 ERGs per company.

Most Common ERG Program Moniker

29.7%
109 companies

53.4%
196 companies

16.9%
62 companies

- Employee Resource Groups
- Business Resource Groups
- Miscellaneous

Does not have an ERG Program

78.9%
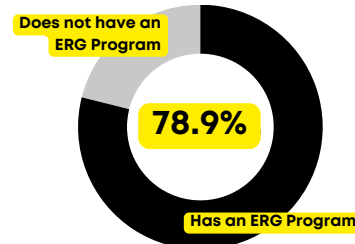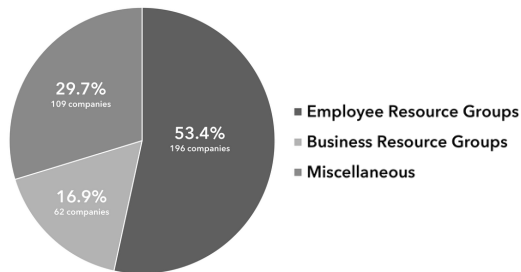
Has an ERG Program

- 30 out of 38 companies has an ERG Program.
- Average number of ERG for this group is 9 ERGs per company.
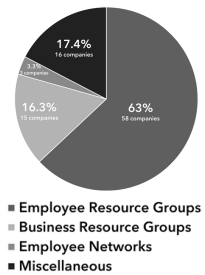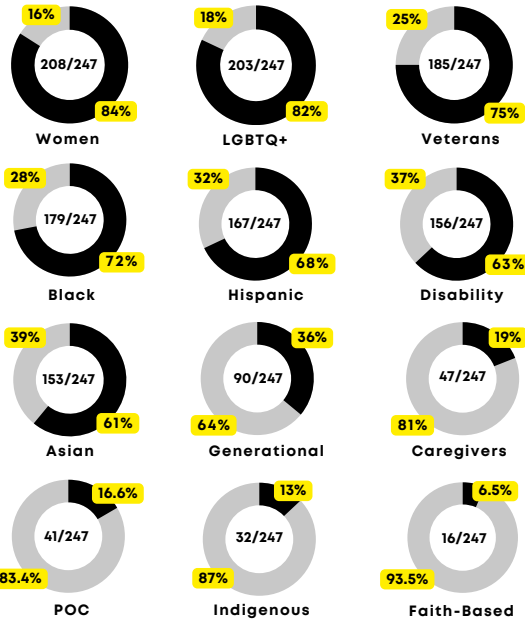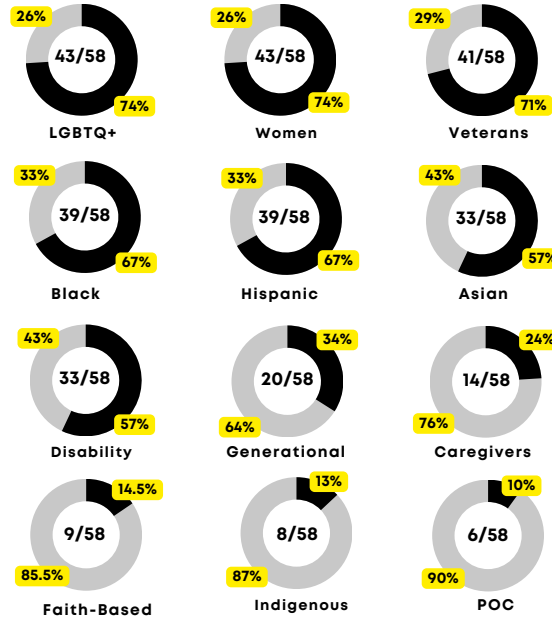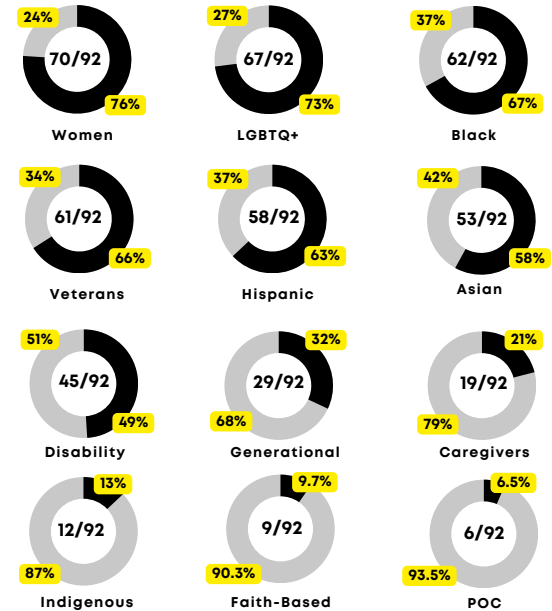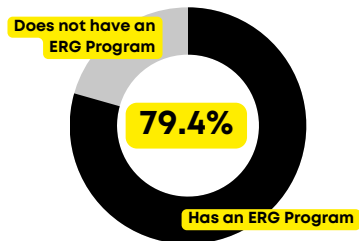
Most Common ERG Program Moniker

26.7%
8 companies

60%
18 companies

13.3%
4 companies

- Employee Resource Groups
- Business Resource Groups
- Miscellaneous

ERG Community Representation

19% 298/376 81% **Women**	21% 289/376 79% **LGBTQ+**	28% 265/376 72% **Veterans**	29% 259/376 71% **Black**
33% 245/376 67% **Hispanic**	40% 222/376 60% **Asian**	41% 217/376 59% **Disability**	36% 131/376 64% **Generational**
20% 72/376 80% **Caregivers**	14% 51/376 86% **POC**	12% 45/376 88% **Indigenous**	8% 30/376 92% **Faith-Based**

ERG Community Representation

23% 23/30 77% **LGBTQ+**	23% 23/30 77% **Women**	27% 22/30 73% **Veterans**	30% 21/30 70% **Black**
37% 19/30 63% **Hispanic**	43% 17/30 57% **Asian**	43% 17/30 57% **Disability**	27% 8/30 73% **Caregivers**
27% 8/30 73% **Generational**	23.3% 7/30 76.7% **Indigenous**	13% 4/30 87% **Faith-Based**	6% 2/30 94% **POC**

ERG programs found in all of 2022's top 50 profit-producing fortune 500 companies

Our research intriguingly uncovers a noticeable link between the companies yielding high profits and the presence of Employee Resource Groups (ERGs). When analyzing the top 50 revenue-producing companies in the Fortune 500 list, we found that an impressive 92% of them were equipped with an ERG program. However, this percentage reached a full 100% when our focus shifted towards the top 50 companies generating the highest profits. This pattern didn't falter even when our scope was broadened to encompass the top 60 profit-producing companies.

These observations hint towards a potential relationship between a company's financial prosperity and the existence of ERGs. This could be attributed to the constructive effects that these groups can bring forth, such as fostering employee engagement, stimulating innovation, and promoting an inclusive work environment.

ERG Community Representation

LGBTQ+ — 59/60 — 1.7% / 98.3%
Black — 58/60 — 3.3% / 96.7%
Disability — 58/60 — 3.3% / 96.7%
Hispanic — 58/60 — 3.3% / 96.7%

Women — 58/60 — 3.3% / 96.7%
Asian — 56/60 — 6.7% / 93.3%
Veterans — 53/60 — 11.7% / 88.3%
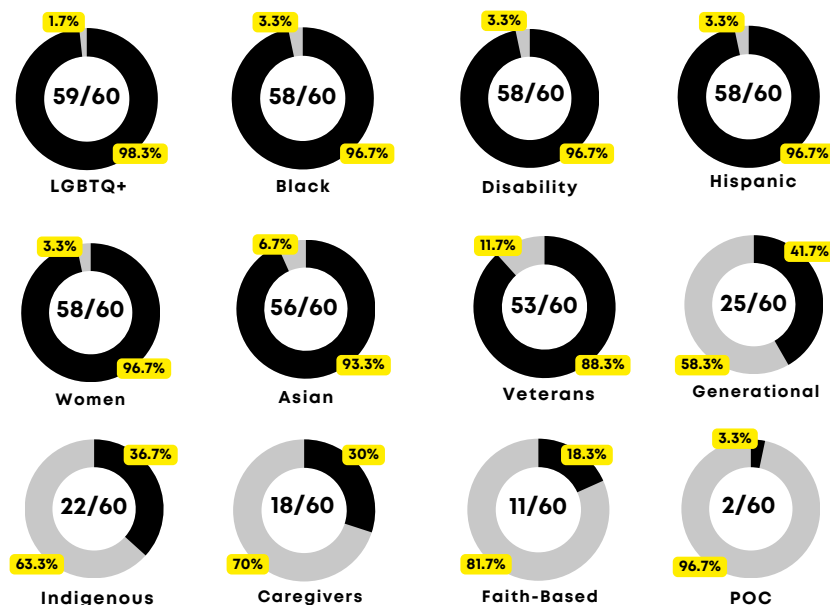Generational — 25/60 — 41.7% / 58.3%

Indigenous — 22/60 — 36.7% / 63.3%
Caregivers — 18/60 — 30% / 70%
Faith-Based — 11/60 — 18.3% / 81.7%
POC — 2/60 — 3.3% / 96.7%

Most Common ERG Program Moniker

33.3% — 20 companies
40% — 24 companies
8.3% — 5 companies
18.3% — 11 companies
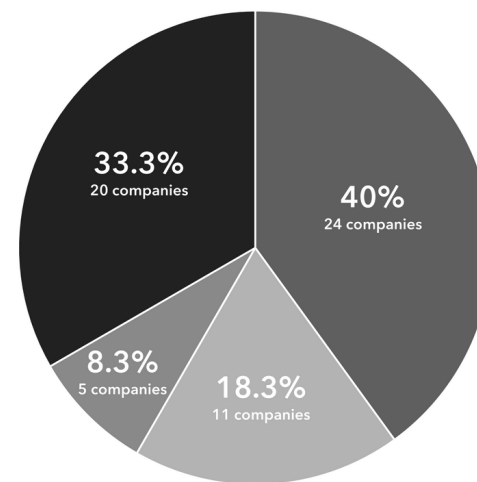
Average number of ERG is 11 ERGs per company.

■ Employee Resource Groups
■ Business Resource Groups
■ Employee Networks
■ Miscellaneous

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Methodology

Our research methodology, implemented with meticulous detail between December 2022 and March 2023, was geared towards examining the existence, scope, and practices of Employee Resource Groups (ERGs) across Fortune 500 companies. Our process involved employing a multi-faceted approach using an array of sources to comprehensively map the ERG landscape.

Our methodology was multi-tiered. The first step involved scanning the career pages of each Fortune 500 company, offering us a first-hand account of their ERG initiatives. However, we didn't limit our search to these career pages alone. We extended our investigation to corporate blog posts and various social media platforms, aiming to capture any ERG-related activities, announcements, or discussions. This multi-channel exploration ensured that we painted a holistic picture of a company's ERG practices.

Beyond this, we delved deeper to understand the intricacies of each company's ERG framework. We identified the various ERGs within each organization by their unique names. The goal here was to comprehend the diversity of ERGs present and the range of employee demographics these groups represented.

Furthermore, we collected publicly available ERG logos. By analyzing these visual components, we intended to gain insight into the companies' branding strategies, specifically how they visually conveyed their commitment to diversity and inclusion. The logos also offered a lens into the degree of autonomy or cohesion among different ERGs within a company.

We acknowledge that despite our rigorous approach, there may be minor discrepancies in our findings. This is a consequence of our reliance on publicly available information, which may not fully reflect the internal operations of a company. However, our commitment to accuracy and depth of analysis has driven us to cross-verify our data wherever possible and be transparent about any potential limitations.

As such, our methodology sought not only to gather data but also to interpret and present it in a way that offers an insightful, accurate, and invaluable report on ERG initiatives within Fortune 500 companies. Through our research, we strive to shed light on the role of ERGs in these organizations, thereby facilitating a better understanding of current trends, challenges, and opportunities in this space.

Logo Methodology

This section delves into the significance and cohesiveness of ERG logos within an organization, a crucial part of the visual branding strategy for Employee Resource Groups in Fortune 500 organizations. Visual components are paramount in amplifying the identity and values of ERGs, promoting a strong and recognizable ERG Program.

During our research, we identified all organizations that featured ERG logos on their websites and the communities these logos represented. We then assessed their cohesiveness - defined by the consistent look and feel among the different community logos. A cohesive set of logos should create a recognizable association for members and potential members alike.

Logo Presence on Websites

19.9%
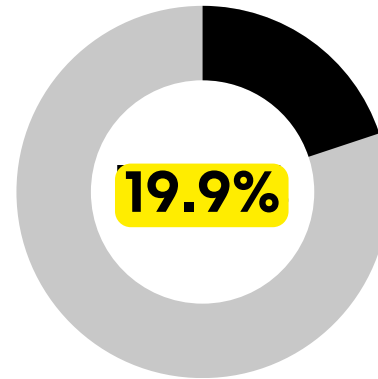
- 79 out of 397 companies had logos on their pages at the time of us pulling this.

Cohesive ERG Logo Design

60.8%
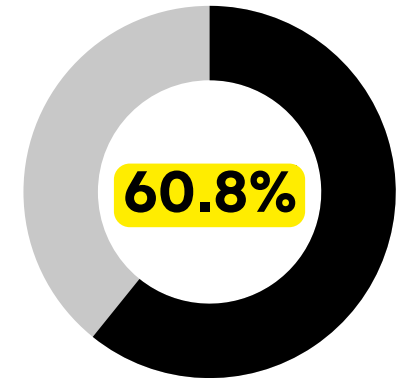
- Out of the 79 companies that displayed the ERG logos on their site, 48 companies has a cohesive logo design across the ERG program.

Learnings

We want to highlight that the presence of logos on a page does not necessarily reflect the organization's level of support or investment in their ERG program. Our research shows that while a significant number of ERGs with logos demonstrated unified branding, about 40% (31 companies) allowed each ERG community to create its unique logo with a distinct style. Although individuality can be beneficial, ERG Leaders should strive for uniformity across all ERGs. This statistic hints at the potential behind-the-scenes dynamics of companies. If ERG leaders have free rein when designing their logos, other aspects of their ERG may also lack uniformity.

*We encourage everyone to join **The ERG Movement Community**. Here, members can utilize the ERG Logo Diary, a unique tool that aids in documenting and analyzing ERG logos, tracking their evolution, and recording insights about visual branding. This diary can serve as a valuable resource for ERG leaders and members during their journey to conceive and perfect their ERG logos.*

Methodology FAQs

What determined whether a company had an ERG Program?

If a company had at least one identifiable Employee Resource Group (ERG), we considered it as having an ERG program

What difficulties did you encounter while collecting information on ERG programs?

Not all companies publicly share details about their ERG programs or allow employees to discuss these initiatives externally. However, our experience shows that companies with significant investments in their ERG programs tend to make them publicly known. Despite these challenges, we expanded our data collection efforts to include social media mentions of ERG-related employee programs. We observed that even companies without distinct ERGs often had diversity initiatives, but we assumed that these were not led by employees.

How did you identify the 12 core communities for ERGs?

The 12 communities we identified as the core ERG groups are the most commonly found in Fortune 500 companies based on our research. However, these aren't necessarily the ones we recommend for all future ERG programs. While these 12 communities are the most widely adopted at present, we recognize that ERG communities can differ greatly, as seen in the Miscellaneous ERG category.

Can you speak to the data integrity of your study?

Our study's data integrity is of utmost importance to us. We have a rigorous process in place to ensure accuracy and reliability in our data collection and analysis. While we are aware that there can be variations and potential discrepancies due to the nature of publicly available data, we have done our utmost to ensure our findings are as accurate and reliable as possible.

Why was it important to delve deeply into the numbers for this study?

The in-depth numerical analysis performed in this study is crucial for gaining an accurate and comprehensive understanding of ERG practices among Fortune 500 companies. It allows us to identify trends, understand common practices, and provide data-driven insights. Moreover, it enhances the transparency and validity of our findings, as we can trace every insight back to a specific data point.

Was this study sponsored by any external entity or organization?

No, this study was not sponsored by any external entities or organizations. Our research was independently conducted to maintain objectivity and impartiality in our findings. Our goal is to provide an unbiased, thorough understanding of ERG practices among Fortune 500 companies.

Conclusion

As we wrap up the 2022 ERG Fortune 500 Report, it's time to look back at the important trends and findings that we uncovered. We've learned that Employee Resource Groups (ERGs) play a vital role in today's business world.

One key discovery this year is the strong connection between successful, high-profit companies and the presence of ERGs. We found that 92% of the top 50 companies, when measured by revenue, had an ERG program. However, this percentage jumped to a full 100% when we looked at the top 50 companies with the highest profits. This trend didn't change, even when we included the top 60 companies with the highest profits. This shows us that ERGs may have a positive impact on a company's financial success, likely because they boost employee engagement, encourage innovation, and foster an inclusive culture.

Our research also highlighted differences across industries. Certain sectors, like Food and Beverage, Technology, and Entertainment, showed a high level of engagement with ERGs. But other industries, such as Mining and Metals and Outsourcing Services, lagged behind. This suggests these industries have room to grow in terms of supporting ERGs and fostering inclusion.

However, our research also revealed some areas for improvement. For instance, some ERGs had names that excluded a large part of their potential members by focusing only on American employees identifying with the community. Also, we found some ERG communities that might need rethinking. These groups could dilute the purpose of ERGs, which should be to create a sense of belonging for communities that need it, rather than serving as general interest groups.

Having ERGs signals that a company is committed to creating a supportive and inclusive workplace, where everyone can be themselves. The patterns we've identified among Fortune 500 companies confirm the increasing importance of ERGs in the corporate world.

As we look towards the 2023 ERG Fortune 500 Report, we plan to further explore the impact of ERGs. We expect these groups to continue to evolve and play an even larger role in shaping the future of work. We'd like to thank all the organizations that made this research possible and look forward to continuing this important study next year.

Our Commitment

At The ERG Movement™, we are passionately committed to advocating for and advancing Employee Resource Groups (ERGs) within organizations. We see ERGs as more than just groups – they are potent platforms for fostering understanding, driving change, and uplifting communities within workplaces. We envision ERGs to be effective, impactful, and truly inclusive spaces that serve as pillars of strength for diverse communities. Our mission is resolutely focused on offering insights, analysis, and best practices to support organizations in harnessing the full potential of their ERG programs.

As part of our commitment, we take the responsibility of delivering an annual report on ERG representation within Fortune 500 companies very seriously. This report is a testament to the importance of consistent, timely, and accurate reporting that charts progress, uncovers trends, and ignites meaningful change. We understand that knowledge is power and promise to deliver the subsequent year's report before the end of each February, arming organizations with the latest, most pertinent information.

However, our commitment extends beyond advocacy and analysis. We are deeply dedicated to operating with integrity, and this forms the bedrock of everything we do. We believe in presenting factual, unbiased information, even when it unveils challenging realities or uncomfortable truths. We are committed to transparency, and our rigorous research ensures that the insights we provide are grounded in reality, helping organizations make informed, conscious decisions.

In conclusion, we are more than optimistic about the future of ERGs. We believe in the transformative power these groups hold and the positive ripple effects they can trigger within organizations. The ERG Movement is our commitment to the future - a future where every workplace is an inclusive space that celebrates diversity and empowers its employees. We are unwavering in our dedication to delivering accurate and valuable information each year and encourage organizations to join us in this transformative journey.

We are committed, now and always, to the cause of ERGs. Our promise to deliver timely and accurate information reflects our dedication to this cause. We are filled with enthusiasm and optimism for the road ahead and look forward to working with organizations who share our vision. Trust us when we say - The ERG Movement™ is more than a commitment, it's our mission. And together, we can create workplaces that truly embody inclusion, belonging, and impact.

How You Can Get Involved

As we near the end of this report, we hope you've been inspired by the transformative potential of Employee Resource Groups. However, the journey towards better ERG practices does not end here - in fact, it is just beginning, and you are a vital part of it. We strongly believe in the power of your actions, commitment, and willingness to learn. Now, we invite you to step up and make a difference.

Firstly, we need you to stand with us in our commitment to number integrity. Clear, accurate, and transparent data form the backbone of this movement, and your dedication to these principles will drive change. In every interaction with ERGs, uphold these standards. Remember, each statistic tells a story and each number has a weight - let's ensure their authenticity.

Secondly, we urge you to question and challenge outdated projects. ERGs need to be dynamic and responsive, adapting to the evolving needs of their members. Continually assess, critique and, if necessary, restructure your ERG programs to ensure they are as effective and inclusive as possible.

Thirdly, empower yourself with the knowledge of key metrics and their impact on ERG programs. Understanding how to evaluate the success and effectiveness of ERGs is fundamental to driving their progress. We provide resources to help you learn - use them and keep pushing your understanding forward.

Finally, join us in The ERG Movement community. Our Idea Hub is a beacon for all who champion ERGs. It's a place to share insights, collaborate on new ideas, and draw inspiration from others who are just as passionate about fostering inclusive workplaces.

The journey to change starts with a single step. By committing to number integrity, challenging old paradigms, learning about the impact of metrics, and actively engaging with our community, you can create waves of change. The power is in your hands. Together, we can shape an inclusive future. Let this be your call to action.

About The ERG Movement™

Established in late 2022, The ERG Movement™ was born with a vision to transform Employee Resource Groups (ERGs) across the globe. Our goal is to ensure the long-term sustainability of ERGs, helping them evolve into powerful platforms for advocacy, inclusivity, and change. From providing support to ERG leaders and program managers, to developing best practices for effective ERG programming, our mission is centered around fostering active and impactful ERG communities.

The ERG Movement™ is home to a vibrant, free community of ERG Leaders and Program Managers. We offer workshops, share over 1000 innovative ERG program ideas in our ever-growing ERG Idea Hub, and curate an expanding ERG Logo Diary that showcases various ERG logos. Our platform also hosts a dynamic podcast where we discuss all things ERG, featuring guests who are making significant strides in the ERG space.

If you're interested in taking your ERGs to the next level, we're here to help. Reach out to us at info@theergmovement.com to learn more about our services and how we can assist you in enhancing your ERG initiatives. We look forward to working with you, pushing boundaries, and creating more inclusive and empowered workplaces together.

Email
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Socials

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The ERG Movement

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