

Faith ERG Industry Benchmarking

Public – Contains no confidential data

GRAINGER

COMPANIES WITH FAITH BASED EMPLOYEE GROUPS

BNP PARIBAS

Scotts Miracle-Gro

BlueCross BlueShield

TARGET



AMERICAN EXPRESS

bmc



pwc



Google



Walmart

Dolby SAMSUNG

CAPITAL GROUP

PayPal

Goldman Sachs



AT&T



The Clorox Company

securian FINANCIAL

American Airlines

Medtronic

salesforce

Square

intel

aetna

Milwaukee

AIG

BEST BUY



BOSCH
Invented for life



EQUINIX



JAGUAR



LAND-ROVER

UBS

Spotify

accenture



MERCK

INVENTING FOR LIFE

SAP



TOYOTA
Let's Go Places

meijer

Uber

Lexmark

Ford

citi

Ameriprise Financial

CVS Health

ROLLS ROYCE

Boston Scientific

Disney

Consumers Energy

Rockwell Automation

BlueCross BlueShield

CBRE

IRS

McKinsey & Company

INTUIT



DELL

CISCO



ZURICH

EY

USDA

FINRA



GE Aerospace



Microsoft

KeyBank
Use the red key.

DELL

sanofi

LinkedIn

P&G

CROWLEY

amazon



GE HealthCare



Microsoft

Coca-Cola



HONDA

MERRILL A BANK OF AMERICA COMPANY



Hewlett Packard Enterprise

ExxonMobil

THOMSON REUTERS



THE J.M. SMUCKER Co

Cargill

Deloitte

JPMorgan Chase

KPMG

Altria

Companies Benchmarked with Faith Based ERGs

Companies Benchmarked and Interviewed by Lucas D.

Additional Companies Not Yet Interviewed

• Accenture	• Consumers Energy	• IRS – Internal Revenue Service	• Salesforce	• Amazon*	• KeHE*
• Aetna	• Crowley	• Jaguar Land Rover	• SAP	• Bank of America*	• LinkedIn*
• AIG	• CVS	• JM Smucker	• Sanofi	• Best Buy*	• Mercedes-Benz*
• Altria	• Dell	• KPMG	• Securian	• Boston Scientific*	• Merrill Lynch*
• American Airlines	• Deloitte	• Lexmark	• ServiceNow	• Broadcom (inc. VMware)*	• Microsoft*
• American Express	• Disney	• Medtronic	• Spotify	• Capital One*	• Milwaukee Tool*
• Ameriprise Financial	• Dolby	• Meijer	• Square	• Cargill*	• Morgan Stanley*
• Apple	• Equinix	• Merk	• Target	• Coca-Cola*	• Northrup Grumman*
• AT&T	• EY	• Meta / Facebook	• Texas	• Daimler*	• Oracle*
• Aviva	• Fannie Mae	• McKinsey	• Toyota	• Exxon Mobil*	• P&G*
• Blue Cross/Blue Shield	• FINRA	• NextDoor	• Uber	• General Mills*	• Pfizer*
• BMC Software	• Ford	• Nissan	• USDA Forest Service	• GSK*	• Raymond James*
• BNP Paribas	• GE Aerospace	• Paypal	• Walmart	• Hewlett Packard Enterprise*	• Roche (inc. Genentech)*
• Bosch	• GE HealthCare	• PwC	• X (Twitter)	• Honda*	• Thomson Reuters*
• Capital Group	• Google	• Rockwell Automation	• Zurich Insurance	• Jackson Financial*	• Travelers Insurance*
• CBRE	• Grainger	• Rolls Royce	• 3M*	• J.B. Hunt*	• UnitedHealthcare*
• Citi Group	• Intel	• RGP	• airbnb*	• JP Morgan Chase*	
• Clorox	• Intuit		• Astellas*		

• Cisco	• City of Scottsdale Arizona
• BT (British Telecom)	• City of Phoenix Arizona
• Aramark (Synergy)	• Yeti*
• Netflix	• Cloudflare*
• XpertHR	
• Goldman Sachs	
• UBS	
• IQVIA	
• AAA – CSAA	
• US Dept of State	

Companies Benchmarked and Interviewed

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



Findings

- D&I Leader:
- Nellie Borrero



Nellie Borrero · 2nd
Managing Director - Senior Global Inclusion & Diversity Lead
at Accenture
Leonia, New Jersey, United States · 500+ connections ·

- <https://www.linkedin.com/in/nellie-borrero-493717/>
- 4,000+ folks in Interfaith ERG
- Employee Resource Groups help us by...
 - ...connecting individuals
 - ...strengthening networks
 - ...growing skills
 - ...giving back
 - ...bringing WHOLE SELF to work!

Official ERGS

- | | |
|--------------------------|-----------------------------|
| • African American | Bisexual and |
| • American Indian | Transgender |
| • Asian Pacific American | (LGBT) |
| • Hispanic American | • Men's |
| • Interfaith | • Military |
| • Lesbian, Gay, | • Persons with Disabilities |
| | • Women's |

Atheist, Buddhist,
Bahai, Christian,
Hindu, Jewish,
Muslim, Sikh

Findings

Official ERGS

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



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

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

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

Findings

- [Ronald Reeves, Head of I&D](#)
- Interfaith group launched in 2020
- Respecting and accommodating faith needs
- Interfaith includes faith specific subgroups, currently Muslim, Jewish, and Christian so far.



Ronald Reeves, CDP ·
Head, Diversity & Inclusion ·

Official ERGS

- Asian Leadership Network
- Black Professionals & Allies
- disAbilities & Allies
- Generations
- **Interfaith**
- Latino Network
- LGBT & Allies
- Multicultural
- Middle Eastern
- Veterans Leadership Network
- Women & Allies
- Working Families
- Young Professionals

Findings

• D&I Leader: Austin Stokes



Austin Stokes, MBA ✓ (She/Her) - 2nd
Inclusion, Diversity & Equity Manager at Altria

<https://www.linkedin.com/in/austin-stokes-mba-10a1a256/>



ROOTED

Create a safe, welcoming community for Altria employees from all spiritual backgrounds and establish a culture of unity, inclusion and mutual appreciation of diverse beliefs.

Official ERGS

- EAST (Asian)
- Mosaic (LGBTQ+)
- RISE (Disabilities)
- **ROOTED (faith)**
- Sage (Experienced Employee)
- Salute (Military)
- Si (Hispanic)
- Spring (Young Professionals)
- UNIFI (Black)
- Women in Manufacturing
- Women in Sales
- Women's Network

Findings

• D&I Leader:

• Tisdale Yasin



Tisdale Yasin · 3rd
President of Employee Resource Business Group/ Diversity & Inclusion at American Airlines

- <https://www.linkedin.com/in/tisdale-yasin-86985788/>
- Employee Business Resource groups formed around “beliefs, nationalities and backgrounds”.
- These groups “foster company-wide educational, community service and personal enrichment opportunities.”

Official ERGS

- | | |
|---|---|
| • Abilities Employee Business Resource Group | Resource Group |
| • African American Diversity Network Employee Business Resource Group | Living Green Employee Business Resource Group |
| • Asian Pacific Islander Employee Business Resource Group | • Muslim Employee Business Resource Group |
| • Bridges Employee Business Resource Group | • Native American Employee Business Resource Group |
| • Caribbean Employee Business Resource Group | • PRIDE Employee Business Resource Group (LGBT and Allies) |
| • Christian Employee Business Resource Group | • Professional Women in Aviation Employee Business Resource Group |
| • Family Matters Employee Business Resource Group | • Veteran Military Employee Business Resource Group |
| • Generation Now Employee Business Resource Group | • Virtual Employee Business Resource Group |
| • Indian Employee Business Resource Group | • 40+ Employee Business Resource Group |
| • Jewish Employee Business Resource Group | |
| • Language Matters Employee Business Resource Group | |
| • Latin Diversity Network Employee Business | |

LinkedIn News (USA, Africa) · 2021
201 members · 6
Yesterday, our American Airlines Employee Resource Groups (ERGs) celebrated our annual "Beliefs, Nationalities and Backgrounds" (BNB) event. This event is a great opportunity for our employees to connect, learn, and grow together. During this event, our guests, including our CEO, Dr. Robert C. Iger, shared his vision for the future of American Airlines and the importance of diversity and inclusion. The event was a great success and we look forward to continuing to support our employees and the community.



Findings

- D&I Leader:

Sonia Cargan

Globaldiversityandinclusion@aexp.com



Sonia Cargan
Chief Diversity Officer

- Other interesting notes:

- “As a part of our strategy, we remain globally focused on diversity and inclusion, while recognizing the local nuances in the key markets where we operate.”
- Called “Employee Networks”
- Cross ERG events include faith ERGs (see image)

Official ERGS

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

Just thought you would find this interesting.
BEN is the Black Employee Network, joining hands with SALT, the Christian Network.

Song list

1. We Lift Our Hands In The Sanctuary by Kurt Carr
2. Every Praise by Hazziah Walker
3. Brighter Days by Blessing Ofir
4. Believe For It by CeCe Winans & Lauren Daigle
5. Graves into Gardens by Elevation Worship
6. King of My Heart by Bethel Music and Amanda Cook
7. Oceans (Where Feet May Fall) by Hillsong United

PRESENTED BY THE BEN & SALT PHOENIX NETWORK

Easter
MUSIC HOUR
April 13, 2022 | 11:00 AM MST

Grab Your Lunch,
Turn up Your Speakers and join us
as we celebrate Easter with an one hour worth of
your favorite curated Christian & Gospel songs!

WEBEX DETAILS BELOW

BEN SALT

Findings

- D&I ERG Contact:

Rodolfo Rodriguez

Rodolfo.Rodriguez@ampf.com



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

Official ERGS

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



Findings

- D&I Leader:
Bill Dawson
Global DNA Advisor
billdawson@apple.com



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

Official ERGS

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

Findings

- D&I Leader:
- Tammy Walls



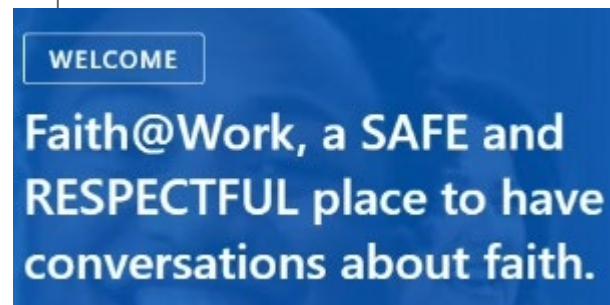
Tammy Walls ✓ (She/Her) · 3rd
Associate Director Diversity, Equity & Inclusion at AT&T

- <https://www.linkedin.com/in/tammywalls/>



Official ERGS

- 26 ERGs, including:



<https://www.linkedin.com/pulse/interfaith-dialogue-tearing-down-misconceptions-ridwan-kabir/>



Faith@Work
2021

Faith@Work brings employees together for education on religious diversity, dialogue, collaboration, community engagement and to celebrate commonalities and gain a better understanding of differences.

Findings

- D&I Leader:
- Tammy Walls



Ori Chandler (she/her)
Global Inclusion Leader | Speaker | F

- <https://www.linkedin.com/in/ori-chandler-she-her-16005>
- We have six global employee resource groups, bringing together a wide range of support networks from across the business. More than 6,000 employees have joined our Aviva Communities which cover race and religion, gender, sexuality, caring responsibilities, age, and mental and physical health.

Official ERGS

- Aviva Communities cover:
- mental and physical health
 - race and religion,
 - gender,
 - sexuality,
 - caring responsibilities, age, and

Findings

Official ERGS

- D&I Leader: Angel Uddin



Angel Uddin (She/Her) · 2nd
Director, Diversity, Equity & Inclusion, Blue Cross Blue Shield MN,
Member of Blues Alliance

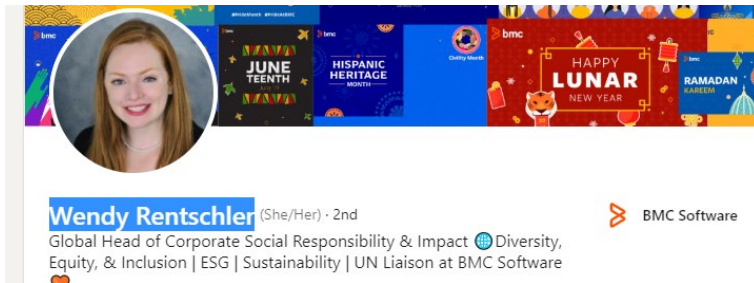
- <https://www.linkedin.com/in/auddin/>
- **Christian Associate Resource Group (CHARG)** is an ARG for those who subscribe to the Christian faith or who want to learn more about it while also contributing to Blue Cross business initiatives.

- African American Professionals Network
- Asian Circle
- **Christian Associate Resource Group**
- Constelacion Latina
- Indigenous Peoples Resource Group
- Mosaic
- Mental Health and Substance Abuse Awareness
- Professional Growth Network
- Stella Pride
- VETS
- Women's Network

Findings

Official ERGS

- D&I Leader: Wendy Rentschler



- <https://www.linkedin.com/in/wendyrentschler/>
- We offer 10 Global Employee Resource Groups for you to share experiences, resources, and support.

- Abilities
- Asian & Pacific Islander
- Black @ BMC
- Caregivers
- Interfaith
- LatinE
- One Earth
- Pride
- Veterans
- Women in Technology & Business

Findings

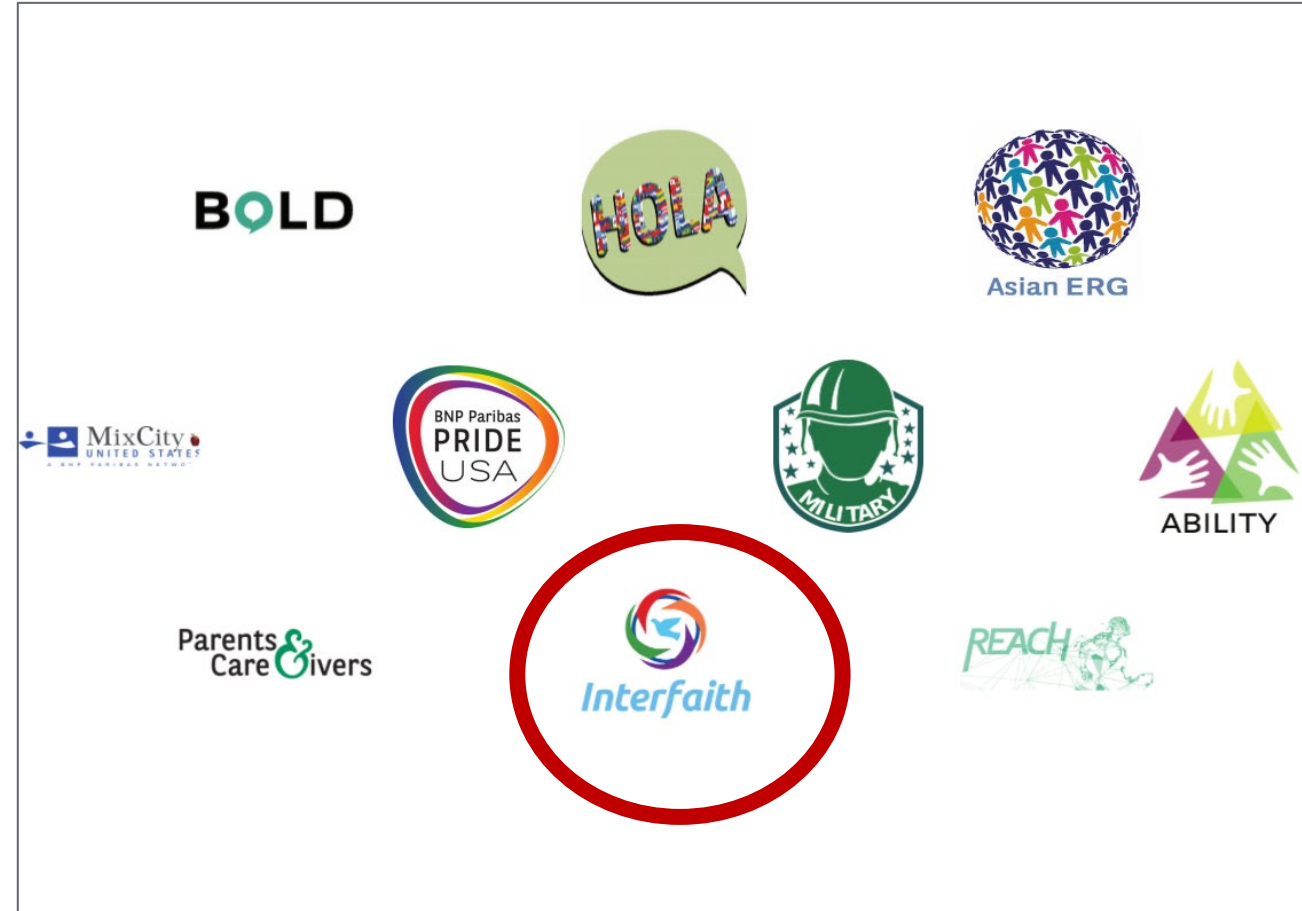
Official ERGS

- Alfred Johnston



Alfred Johnston · 3rd
Diversity & Inclusion Champion
United States · [Contact info](#)

- <https://www.linkedin.com/in/alfredjohnston/>
- Multi-faith education events, leadership events, volunteer events



Findings

- D&I Leader:

Erin Dewsbury Ribeiro

erin.dewsburyribeiro@us.bosch.com  Erin Dewsbury-Ribeiro
Diversity, Equity and Inclusion Officer |



Other interesting notes:

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

Official ERGS

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

Findings

Official ERGS

- D&I Leader:



Cristina Santos (She, her, ella) • 3rd
Passionately dedicated to cultures that inspire, includ

- <https://www.linkedin.com/in/cristina-santos-inclusion/>

- We support 24 Capital Communities — also known as employee resource groups — which represent a rich diversity of identities and interests, including race/ethnicity, gender identity, sexual orientation, **faith**, mental health and much more.

- Capital Committees, including faith ones: **Christian Life Groups, Chaverim (Jewish), Salaam (Muslim)**

- | | | |
|--|--|--|
| - Capital Abilities Network | - CG Climate Awareness | - CG Salaam |
| - Capital Associates of African Descent (CAAD) | - CG Data Explorers | - CG Sports |
| - Capital Women | - CG Gaming | - CG Unidos |
| - CG Ancestry Research | - CG Leading and Engaging Asian Professionals (LEAP) | - CG Veterans Connect |
| - CG Arts | - CG Mental Wealth | - South-Asian Professionals Influencing Capital Experience (SPICE) |
| - CG Bridge for the Multiethnic/Multicultural Experience | - CG Mindful | - Working Parents of Capital |
| - CG Chaverim | - CG NextGen | |
| - CG Christian Life Groups | - CG Pets | |
| | - CG Pride | |
| | - CG Readers: Beyond the Book | |

CBRE

Findings

Official ERGS

• D&I Leader:



James Brandon (He/Him)

Diversity, Equity, Inclusion and Responsible Business Manager at CBRE UK

- <https://www.linkedin.com/in/jamesbrandoncbre/>
- Our CBRE UK **Faith** Network (Also in Americas) works to raise awareness of the barriers in the workplace to those observing a faith or belief system. The group provides moments of community and interfaith education throughout an annual calendar of events and workshops. This vital group has contributed to the improvement of our facilities, policies and organizational understanding of a range of faith and beliefs.

- Ability
- Armed Forces
- **Faith Network**
- Family Network
- Proud Network
- Reach Network
- Women's Network



Findings

Official ERGS

- D&I Leader:
- Samantha Santos



Samantha Santos ✓ (She/Her) · 2nd
Change Champion and Advocate
New York, New York, United States · [Contact info](#)

- <https://www.linkedin.com/in/samantha-santos-9a95903/>
- Interfaith employee group launched July 2024

- Asian Heritage,
- Black Heritage,
- Citi Salutes[®] (Military Veterans),
- Citi Women[®],
- Disabilities,
- Families,
- Generations,
- Hispanic/Latino Heritage,
- **Interfaith**
- Multicultural Heritage,
- Social Mobility (UK) and Pride (LGBTQ)
- Asian Heritage

CITI'S EMPLOYEE NETWORK CHAPTERS BY THE NUMBERS

225+
Employee Network Chapters

55+
countries involved

27,000
participating members

Findings

Official ERGS

• D&I Leader:



Germaine Hunter · 3rd
Vice President - Global Inclusion & Diversity at The Clorox Company

Charter

Mission Statement/Objective:

To bridge the gap between faith and work by facilitating interfaith dialogue among employees of all faith and non-faith backgrounds, with the goal of mutual understanding and empathy, leading to increased engagement, retention, and business impact.

Rationale:

- Drive employee engagement, attracting talent & retention
- Fill the “faith gap” in Inclusion & Diversity
- Platform & perspectives to help inform business choices

- BELIEVE (Black ERG)
- CelebrAsia (Asian ERG)
- diverseABILITY (disabilities ERG)
- HOLA (Hispanic/Latino ERG)
- **Interfaith Group**
- MENA (Middle East and North Africa ERG)
- Mental Health
- Champions ERG
- Multicultural ERG
- Parents ERG
- Pride (LGBTQ ERG)
- SHOW (women ERG)
- VetNet (veterans ERG)
- NextGen (millennial & Gen Z ERG)
- ORBIT (virtual workforce ERG)

Consumers Energy

Findings

Official ERGS

- D&I Leader: Curtis Belen



Curtis Belen · 3rd
Manager, Diversity, Equity, and Inclusion

- <https://www.linkedin.com/in/cbelen/>
- “Interfaith nourishes growth and understanding of faith expression in the workplace to allow for a more inclusive environment.”
- Won 2024 A21 Human Trafficking Prevention Award <https://vimeo.com/943996635>

- capable
- GENERGY
- **Interfaith**
- MAP – Minority Advisory Panel
- PACE – Pride Alliance of Consumers

Energy

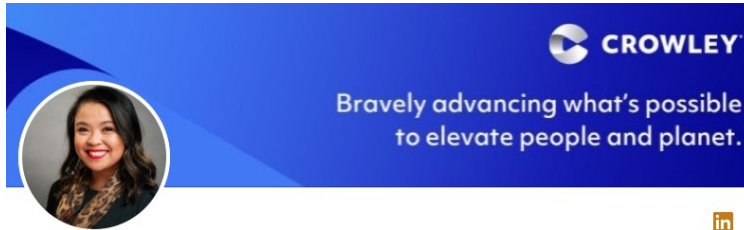
- VAP – Veteran’s Advisory Panel
- Women in Energy



Findings

Official ERGS

- D&I Leader: Shandee Bowman



Shandee Bowman, SPHR, CDP (She/Her) - 3rd
Vice President, Culture & Inclusion



- <https://www.linkedin.com/in/shandee-bowman/>
- Faith ERG launched summer 2023

- Veterans
- Early Career Development
- Woman Empowered
- Maritime Network
- Bridge
- Stronger Together
- Mi Gente
- By Grace

Findings

- D&I Leader:



Jade M. Scangarello, MBA
Senior Diversity and Inclusion Manager

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

- “Our Colleague Resource Groups (CRGs) serve this purpose for more than 7,800 employees across 45 states and Puerto Rico.”
- **Faith:** Helps colleagues on their path to better health by building awareness and educating about religious diversity, increases employee engagement by demonstrating the value of diversity and supports faith-based partnership opportunities that advance enterprise growth initiatives.

Official ERGS

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

Findings

- D&I Leader:
- Vanice Hayes



Vanice Hayes ✓ (She/Her) · 3rd
Chief People, Culture & Inclusion Officer

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



Interfaith

Representing many, and open to all faiths,
we're one interfaith family – fostering
camaraderie within our workplace and
communities

ERG Benchmarking



JuanCarlos (JC) Gama · 2nd
VP of Marketing, Latin America at Dell Technologies

+ Follow

Our faith helps us live our ordinary lives in an extraordinary way! I'm proud to serve as the Latam Executive Sponsor of Interfaith, Dell Technologies Employee Resource Group focused on supporting our employees to be active with their faith at work and drive awareness of different religions. In today's Interfaith Latam AHOD, we had the honor of having **Brian J. Grim**, founding president of the Religious Freedom & Business Foundation. He shared with us great insights and his perspective on the value of respecting and promoting our different faiths in the workplace. So proud of the work Interfaith Latam is doing and all its Leaders! **Leonardo Gonzalez Andre Mello Alfredo Taborga Camila Moura Grace Arosemena Ana Saavedra Perez @Maria Dominici Paulina López Noriega (she/her/ella)** and many more.



Official ERGS

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

Findings

• D&I Leader: Kwasi Mitchell

Kwasi Mitchell

Deloitte US Chief Purpose and DEI Officer and Global Chief Sustainability Officer



- <https://www2.deloitte.com/us/en/profiles/kwmitchell.html>

Jnet provides support and community engagement to Jewish professionals in the Deloitte workplace with a focus on building personal and professional relationships with our people and our clients by using three key pillars: Community, Philanthropy and Talent. We strive to raise awareness of Jewish culture and practices within the firm and contribute to the firm's diversity, inclusion and anti-racism initiatives.

Official ERGS

- Women's Impact Network (WIN)
- Canadian Black Professional Network (CBPN)
- Canadian Asian Network (CAN)
- AccessAbility Network
- Indigenous and Allies Community
- Deloitte Parents
- Deloitte Pride Community
- Deloitte Latin American Community (DLAC)
- Jnet (Canada)
- Faith & Allies (USA) (including Christian, Muslim, Jewish, and Hindu networks)

Findings

Official ERGS

- D&I Leader: Kabir Kumar



Kabir Kumar (He/Him) · 2nd

Speaker | Impact Accelerator | Diversity, Equity and Inclusion Leader at Disney

- <https://www.linkedin.com/in/kabir--kumar/>

Over 100 Business Resource and Affinity Groups, including:

- SHALOM (Jewish)
- SALAAM (Muslim)

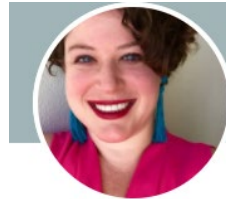
• Three16 (Christian)

Dolby

Findings

Official ERGS

• D&I Leader:



Rona Kremer · 3rd
Culture & Diversity @ Dolby | Speaker, Facilitator, & Bringer of Mirth
United States · [Contact info](#)

• [Rona Kremer](#)

• [Jessica Solis Le](#) as well

- Dolby's 13 Employee Networks (ENs) are at the heart of our DIB efforts at Dolby. ENs are volunteer-led employee groups aligned around an aspect or dimension of diversity that help to build community and enable our DIB strategy through networking events, customized professional development, cultural education, diverse talent recruitment, and youth outreach to expand our pipeline of talent.

- WE focused on Women's Empowerment, career employees, the Parents Network,
- Spectrum supporting LGBT+,
- PAX focused on the Pan-Asian Experience,
- Obsidian for our employees who are Black or of African descent,
- Mundo for our Latinx/Hispanic community,
- DIVE – our Dolby's Indigenous Voices
- Elevated group, the Anti-Racism Community,
- Path for new and early-career employees, the Parents Network,
- INxS: Inclusion at Sydney for our Australian office, a regional network for EMEA, one for China (expanding across Asia in FY22), and AGAPE for Dolby's Christian community

Findings



Janet Ladd (she/her) · 3rd
Strategic Human Resources Business Partner, Diversity & Inclusion and Talent Management Leader

- D&I Leader:

- Janet Ladd

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

- Faith Connect approved in 2020, launched in Q1 2021
- Engaging with other Silicon Valley companies for cross-company faith sponsored events.
- [Human trafficking Event Example](#)

Official ERGS

- FaithConnect

- Women Leaders Network (EWLN)

- PrideConnect

- BlackConnect

- GenteConnect

- VetConnect

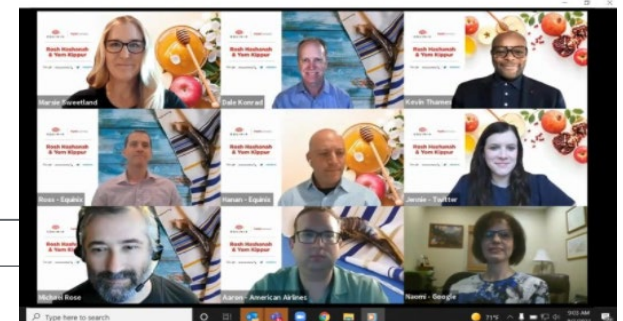
- Young Professional Connect

- interASIANconnect



Marsie Sweetland · 2nd
Client Executive, Global Accounts / Founder, FaithConnect (Interfaith Diversity & L...
12h · Edited ·

Thank you to the Jewish panelists from Google, Salesforce, American Airlines, and Twitter for sharing your beliefs, traditions, and practices for the holidays of Rosh Hashanah & Yom Kippur. It was an honor to moderate this panel and to learn from each of you. [#eqixfaithconnect](#) [#faithforce](#)

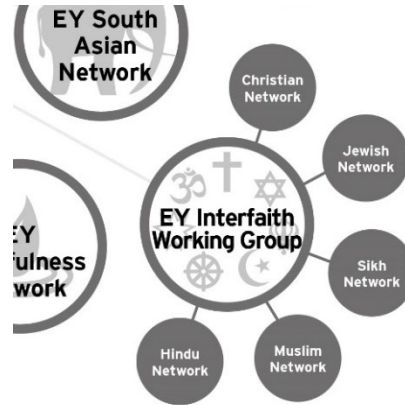
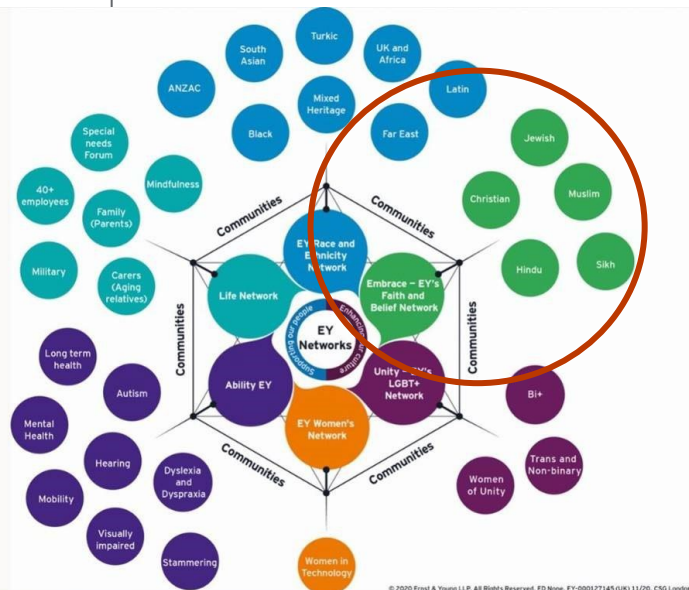


Findings

- D&I Leader:
- Leslie Patterson



Leslie Patterson · 3rd
Americas & US Diversity, Equity & Inclusiveness Leader at EY



Official ERGS

- AccessAbilities
- Black Professional Network
- International Cultural Exchange Network
- Latinx Professional Network
- Pan Asian Professional Network
- Professional
- Women's Network
- Today's Families Network
- Unity – the EY LGBT+ Network
- Veterans Network
- Interfaith: Christian, Jewish, Sikh, Muslim, and Hindu

FINRA

Findings

- BRIDGES – *Building Relationships across Inclusive Diverse Groups for Everyone’s Success* – is FINRA’s interfaith-focused employee resource group. BRIDGES will contribute to and construct a welcoming and inclusive environment at FINRA, for people of all faiths and none, through respectful open-minded dialogue and activities. Not only does BRIDGES support our goal to build an attractive and inclusive workplace, it will help us continue to foster an environment where our colleagues can bring their authentic selves to work, including their beliefs.
- In addition, this employee-led group—like all ERGs at FINRA—is designed to promote and encourage professional and personal development and networking for all employees.
- 2020 Launch

Official ERGS

- FINRA African American Network (FAAN)
- FINRA Asian Professionals Association (FAPA)
- FINRA Disability and Wellness Network (DAWN)
- FINRA Interfaith Network (BRIDGES)
- FINRA Latino Affinity Network (FLAN)
- FINRA Multigenerational Employee Resource
- Group Exchange (MERGE)
- FINRA Military Community (MilCom)
- FINRA Parents Network (FPN)
- FINRA Pride Alliance (Pride Alliance)
- FINRA Women's Network (FWN)

Findings

- D&I Leader:
- Ernest Adams



Ernest A. (He/Him) • 2nd
Chief Diversity, Equity and Inclusion Officer

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

Official ERGS

- Ford African-Ancestry Network (FAAN)
- Ford Asian Indian Association (FAIA)
- Ford Chinese Association (FCA)
- Ford Empowering Diverse Abilities (FEDA)
- Ford Hispanic & Latino Network (FHLN)
- **Ford Interfaith Network (FIN)**
- Ford Indigenous Peoples Network (FIP)
- Ford Pride
- Ford Veterans Network Group (VET NG)
- Middle Eastern and North African Association (MENA)
- Ford Next Generation Employees Network (NextGen)
- Women of Ford

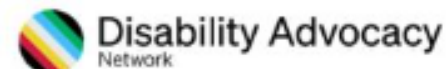
Findings

Official ERGS

- D&I Leader:
- Savannah Frazier



- <https://www.linkedin.com/in/savannah-frazier-4046423a/>
- FWF Mission: Be a Blessing to GE Aerospace and our fellow employees



Findings

Official ERGS

- D&I Leader:

- Abby
Epane-Osuala



Abigail Epane-Osuala, MBA · 2nd
Chief Diversity Equity Inclusion Officer & HR Executive

- <https://www.linkedin.com/in/abigail-epane-osuala-mba-198b068/>

- Called “Next Generation Resource Groups” and “Special Interest Groups”

- **Faith Work Forum**

Faith and worldviews are at the core of who we are and directly impact how we conduct business. GE HealthCare’s Faith Work Forum (FWF) exists to promote a culture for our employees to constructively and positively connect their faith to work, respectfully engage differing faiths and correlate faith values to GEHC’s culture and expected behaviors: servant leadership, respect for others, patient & colleague safety, integrity, diligence, accountability, empathy, and justice. FWF leverages our respective faiths to impact our business and our colleagues through

connection and a stronger sense of belonging.

- African Affinity Forum (AAF)
- Asian Pacific Allies & Friends (APAF)
- Disability Advocacy Network (DAN)
- Faith Work Forum (FWF) (w Hindu, Islam, Sikh, and Christian subgroups)
- Early Development @ GE HealthCare (EDGE)
- Green Team Network (GTN)
- Pride Alliance
- Unidos
- Veterans Network
- Women’s Network

Findings

- D&I ERG

Contact: Tomas Flier

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

Tomas speaking about Google's faith-based ERG:
<https://vimeo.com/506589152>

- 8000+ folks in Inter Belief Network with faith-



Vision and Mission:

The **vision** of IBN is to create a thriving community where Googlers are empowered to safely practice their beliefs, setting the gold standard for promoting mutual respect, understanding, and allyship.

IBN's **mission** is to promote a diversity of beliefs, compassion, and mutual respect for all people at Google and in our products through service, education, and mindfulness to build a peaceful and knowledgeable world.



Tomas Flier (He/Him) · 2nd 🗣️
 Global Diversity and Inclusion Lead
 San Francisco, California, United States · 50

Official ERGS

- Asian Googlers Network
- Black Googlers Network
- Disability Alliance
- Filipino Google Network
- Gayglers
- Google Indian American Network
- Google Veterans Network
- Greyglers
- Hispanic Googlers Network (HOLA)
- Indus Google Network
- **Inter Belief Network**
- Iranian Googlers
- Mosaic
- Trans at Google
- Women at Google

Findings

Official ERGS

- Gloria Morgan



Gloria Morgan (PHR) ✓ · 2nd
Vice President, Human Resources, Diversity, Equity & Inclusion, and
Community Impact at Grainger

- <https://www.linkedin.com/in/gloria-morgan-phr-a122304/>
- Christian Fellowship group launched formally in 2021

- Administrative Business Partner
- African American
- Asian-Pacific Islander
- Disability
- Equality Alliance
- Generational
- Latino
- Veterans and Military Supporters
- Women's
- Christian Fellowship Group

Findings

Official ERGS

- D&I Leader:

Kim Mayes



<https://www.linkedin.com/in/kimberly-mayes-9949074/>

Kimberly Mayes ✓ · 3rd
Vice President Human Resources

- Other interesting notes:

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

- 50+ employee groups, including:
 - Intel Hindu Network
 - Intel Jewish Community
 - Intel Muslim Employee Group
 - Intel Sikh Employee Group
- Agnostics, Atheists, and Allies at Intel
- Baha'i Intel Network
- Intel Bible-based Christian Network

Findings

- D&I Leader:

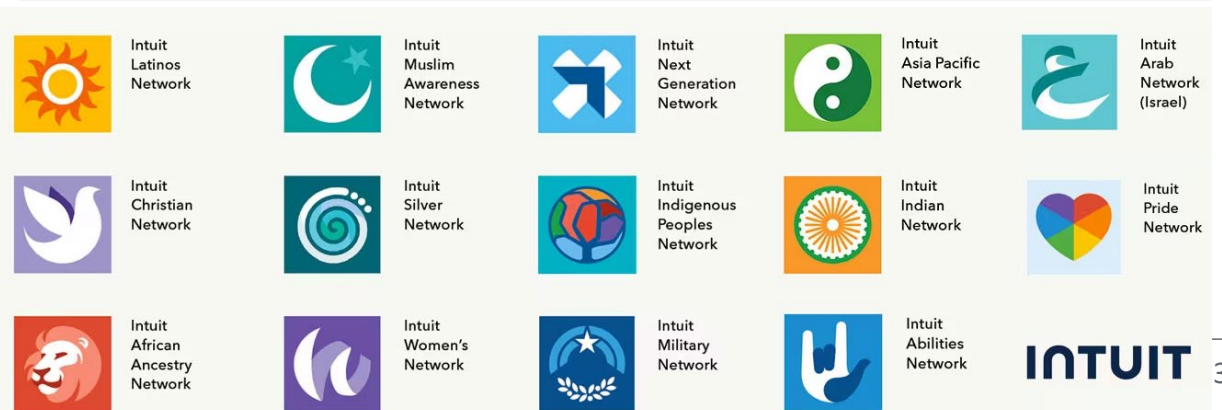


Humera Malik Shahid ✓ (She/H)
Chief Diversity, Equity and Inclusion Officer

- <https://www.linkedin.com/in/humera-malik-shahid-463364/>
- “Our 14 ERGs embrace cultural, ethnic and faith-based communities.”
- ‘Spirited Contribution’ - The importance of bringing your whole self to work.

Official ERGs

- Intuit Abilities Network
- Intuit African Ancestry Network
- Intuit Asia Pacific Network
- Intuit Christian Network
- Intuit Indian Network
- Intuit Latinos Network
- Intuit Military Network
- Intuit Muslim Awareness Network
- Intuit Next Generation Network
- Intuit Pride Network
- Intuit Women’s Network
- Intuit Indigenous People’s Network
- Intuit Arab Network (Israel)
- Intuit Silver Network



Findings

Official ERGS

- D&I Leader:

- [Tinne Ledwitch-Madsen](#)

- Employee Networks include:

- **Islamic Society** - Provides holistic support to all colleagues across Jaguar Land Rover and allows people to fulfil their religious duties alongside their work commitments. Working with other networks to promote a collective, supportive and harmonious working environment as Together Everyone Achieves More (TEAM).
- **Christians @** – Jaguar Land Rover’s Christian Fellowship aims to encourage, inspire and support each of its members by:
 - Being a positive influence
 - Representing Jesus
 - Praying for a prosperous company and colleagues



Tinne Ledwitch-Madsen (She/Her) · 3rd
Diversity and Inclusion Manager at Jaguar Land Rover

- **R.E.A.C.H** - Race, Ethnicity and Cultural Heritage Network.
- **PRIDE**– PRIDE is our LGBT+ & Allies network
- **GEN** – The Gender Equality Network
- **WIE&A** – The Women in Engineering & Allies
- **Shine** – A community seeking to support those who identify as having a disability
- **Armed Forces Network** - The JLR Armed Forces Community
- **Islamic Society**
- **Christian Fellowship**
- **Care for Carers**

Findings

Official ERGS

- D&I Leader:
- Ray Collins



Ray Collins (He/Him) • :

- <https://www.linkedin.com/in/ray-collins-6636876a/>

- Armed Forces Veterans and Allies
- ADDAPT (Advocating for Disabilities by Partnering Together)
- BLAC (Black Leadership and Ally Concil)
- CAPIA (Community of Asians, Pacific Islanders, and Allies)
- Grow (Greater Resources and Opportunities for Women)
- Living Faith Christian
- Pride Alliance
- Raices (Latino/Hispanic)
- YP (Young Professionals)
- Sustainability

Findings

UK ERGs US ERGs

- D&I Leader:
- Elena Richards



Elena Richards · 2nd
Chief Diversity Equity & Inclusion Officer

- <https://www.linkedin.com/in/elenarichards/>
- Helps celebrate religious and cultural festivals
- Cross-company Muslim career event:



- African and Caribbean Network
- Be Mindful – Mental Health and Wellbeing
- Breathe – KPMG’s LGBT Network
- China Club
- Christians in KPMG (UK)
- Christian Network (Canada)
- Interfaith (USA)
- Families Network
- Forces in the Firm
- Hindu Network (UK)
- South Asia Network
- Jewish Society (UK)
- KNOW – KPMG’s Network of Women
- Muslim Network (UK)
- Sikh Network (UK)
- upBringing – Social Mobility Network
- WorkAbility – KPMG’s Disability Network

Findings



- D&I Leader: Jade Miles
- <https://www.linkedin.com/in/jade-n> Jade Miles · 3rd Talent Management Professional - Diversity & Inclusion/Community Lexington, Kentucky, United States · 500+ connections · [Contact info](#)
- Diversity Network Groups are organizations of Lexmark employees who voluntarily come together with the shared goal of making Lexmark an even better place to work. By providing an opportunity for networking, mentoring and coaching, each group helps its members become more satisfied and productive employees. Diversity Network Groups are organized to focus on a particular constituency

Mission of Christian Business Persons Group:

- The role of CBP is to promote the growth and development of Christian values by providing the opportunity to meet and network with other Christians in the Lexmark community. CBP encourages its members to maintain a Christian perspective when handling various business situations and communicating with coworkers and managers. The Christian perspective includes treating all individuals as equals and recognizing that each person carries many abilities and has a diversity of gifts. The members also provide motivation by distributing encouragement and prayer lists to support members of the group, coworkers and their families.

Official ERGS

- Abilities in Motion Lexmark
- Asian Network Diversity Association
- **Christian Business Persons**
- Gay/Straight Alliance of Lexmark Employees
- Veterans Association of Lexmark
- Hispanic Organization for Leadership and Achievement
- Network Alliance of Black Lexmark Employees
- Linked: Lexmark Young Professionals
- Women at Work

Findings

- D&I Leader:

Michael Barker

michael.s.barker@medtronic.com



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

Official ERGs

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

Findings

Official ERGS

- D&I Leader:
- Timothy Williams



Timothy Williams |

- <https://www.linkedin.com/in/timothy-williams-nacd-cd-8b122b1/>
- Multi-faith team member resource group called mFaith



- mFaith
- mVets
- Mosaic
- Meijer PRIDE
- Yo Pro
- Women @ Meijer
- mDAAG

Findings

- D&I Leader:
- Elsa Lopez-Toglia

• <https://www.linkedin.com/in/elsalopeztoglia/>



Elsa Lopez-Toglia (she/he)
Director, Global Diversity & Inclusion

Official ERGS

- See EBRGs list below, including **Interfaith organization**



ALIANZA



ASIA PACIFIC
ASSOCIATION



NEXT GEN
NETWORK



VETERANS
LEADERSHIP
NETWORK



LEAGUE OF
EMPLOYEES OF
AFRICAN DESCENT



RAINBOW
ALLIANCE



capABILITY
NETWORK



WOMEN'S
NETWORK



INTERFAITH
ORGANIZATION



NATIVE AMERICAN &
GLOBAL INDIGENOUS
PEOPLE



Findings

Official ERGS

- D&I Leader:

Jeannine Carter

Diversity Engagement Leader

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



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

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

Findings

Official ERGS

• D&I Leader:



Lareina Yee (she, her) · 3rd
Senior Partner and Chief Diversity and Inclusion Officer,
McKinsey & Company

• Lareina Yee

• lareina_yee@mckinsey.com

• Faith groups feels very much like family, work well together, have younger members feel empowered – they weave faith into their other diversity stories (unseen inclusion topics)

• Two global groups (Black and LGBT)

• US has racial affinity groups.

• Community groups explicitly include:

• Kosher @

McKinsey (Jewish)

• Christian

• Muslim

• Interfaith

Findings

Official ERGS

• D&I Leader:

• [Prakash Janakiraman](#)



Prakash Janakiraman (He/Him) - 3rd
Co-Founder, Chief Architect, & Head of Diversity, Inclusion,
Belonging at Nextdoor

- **Halal:** Halal @ Nextdoor is the ERG focused on creating a welcoming and inclusive company culture for Muslim, Muslim-adjacent interfaith, and all employees who are interested in learning more. The mission is to ensure our culture welcomes employees of all cultures from all backgrounds. Some of the goals are centered on achieving a diverse recruitment and hiring processes, supporting career growth and deepening relations across teams and cultures. The team also looks to engage Nextdoor in wider community conversations and initiatives supporting healthy tech culture.
- **Jew-Ish:** Jew-ish is an affinity group for “very to vaguely” Jewish employees, aimed at cultivating connectivity and a celebration of their faith and culture in a casual environment. The team has a Slack channel that is an open forum for ‘Shabbat Shalom’s’ and shares stories across the spectrum of denominations.

• B@ND (Black)

• Halal (Muslim)

• Jew-Ish

• KIND (allyship and belonging)

• Na@N (South Asian)

• Parenthood

• Rainbowhood

• SEA

(East/Southeast Asian)

• Vecinos (Latinx/Hispanic)

Findings

- D&I leader:
- Rodney Francis
- <https://www.linkedin.com/in/rodney-francis-863b1b1b/>



Official ERGS

Business Synergy Groups (BSTs)

- Women
- Veterans
- Interfaith
- Generations
- Gay-Straight Alliance
- Wellness at Work
- Multicultural

Findings

- Sebastian Beck, Senior Manager, Diversity & Inclusion



Sebastian Beck
Senior Manager, Diversity & Inclusion

- <https://www.linkedin.com/in/sebastian-beck-4aaa2813/>
- Interfaith umbrella with separate programming for various faiths
- Has mentor program within its faith ERG

Official ERGS

- Pride, LGBTQ+
- Unity, Women
- Opportunity, Specially abled
- Serve, Veterans
- Amplify, Black
- Aliados, Latinex
- Believe, Interfaith

All good things must come to an end.

Since Oct 28, 2021, I had a wonderful opportunity to mentor a colleague, Gio Lamsen, through a mentorship program hosted by Believe, an interfaith employee resource group, at PayPal.

Although Gio lives near Manila, Philippines and I live in San Jose, California, USA, we connected immediately from the first session where Gio shed some tears on his struggles professionally, personally, and spiritually.

Today, on March 24, 2022, I highlighted three questions to Gio:

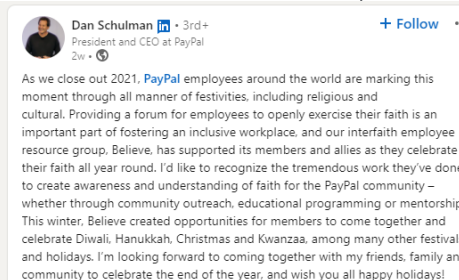
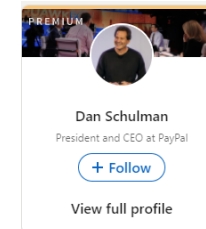
1) How have you grown professionally, personally, and spiritually?

2) How have your family and coworkers witnessed your growth?

3) How are you taking care of yourself so you can continue to grow?

I am extremely proud to be his mentor and to witness Gio's significant growth in a short amount of time. I know Gio will be a great leader in the future within PayPal while also being a great father, friend, and human at home, at church, and in the wider community.

Gio and I will be keeping in touch but this is a milestone I won't ever forget!



Findings

Official ERGS - UK

- D&I Leader:

- [Dale Elizabeth Meikle](#)



Dale Elizabeth Meikle · 3rd
Global Inclusion and Diversity Leader at PwC

- Inclusion networks are affinity groups, networking circles and employee resource groups led by our partners and professionals who share a common background or life experience. They are open to everyone—allies, learners, members and supporters—with the goal of helping to inspire and foster a work environment where our people feel comfortable being who they are and feel valued for their input.

Subchapters



- Abilities and Allies
- Parents
- Latino
- **Inter-Belief** (US)
- Shine
- Black
- Women
- Veterans
- Pan Asian



Findings

Official ERGS

- D&I Leader:

Madison Seitz

mrseitz@ra.rockwell.com



Madison Seitz · 3rd

Manager, Diversity & Inclusion at Rockwell Automation

- Other interesting notes:
- Our Rockwell Automation Employee Resource Group (ERG) Overview showcases our 13 ERGs, which have 56 chapters in 20 countries and over 6,000 active members.
- Has had presentations and get-togethers to better understand the various faiths

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

<https://www.rockwellautomation.com/en-mde/company/news/blogs/erg-spotlight-ffa.html>

Findings

Official ERGS

- D&I Leader: Debbie Foerster



Debbie Foerster · 3rd
Global Talent Management, Organizational Effectiveness & Transformation

- <https://www.linkedin.com/in/debfoerster/>

Type of activities and events we organise/support (from [here](#))

- Visits to places of worship – mosques, gurdwaras, churches, cathedrals, mandirs, and Buddhist temples.
- Spotlight on various faiths: Lunch & Learn sessions to provide an overview of various faiths, beliefs, celebrations, food, culture, music, and their contribution to the world.
- Charitable work – for example, raising money through curry and samosa sales and various other events to support multiple projects with the community.
- STEM: working with under-privileged faith-schools to promote STEM learning and careers.
- Facilitating faith: introducing Quiet Rooms across our major sites so people can practice their faith at work.
- Providing guidance to the company as well support to employees on faith matters.
- Video about multi-faith network: <https://www.facebook.com/RollsRoyceGroup/videos/rolls-royce-careers/400047394241227/>

- African and Caribbean Professional Network (ACPN), a network for our employees from African and Caribbean cultures.
- BRAVE, a network for employees affected by disabilities or underlying health conditions.
- **Multi-Faith Network (MFN), a network for people of different faiths and beliefs. Has faith specific subgroups.**
- Prism, a network for our LGBT+ employees and their allies.
- UK Gender Diversity Network (UK GDN), a network for men and women which aims to develop a gender agnostic culture.
- In addition to our employee networks we have a UK Working Parents' Support group, a group for Veterans, and a variety of local interest groups.

Findings

- D&I Leader:

Tony Prophet

tprophet@salesforce.com



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

Official ERGS

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

Findings

Official ERGS

- D&I Leader: Joshua Ginsberg-Margo



Joshua Ginsberg-Margo · 3rd
Learning and Development and HR Professional

- <https://www.linkedin.com/in/joshua-ginsberg-margo-216747/>
- The mission of the SAP Interfaith Alliance is **to provide SAP employees a safe and open platform to come together to learn and foster understanding about other faiths and empower our employees to bring their complete selves to work without any prejudices.**

- **SAP Interfaith Alliance**

- Pride@SAP

- Black Employee Network

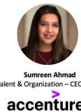
- Business Women's Network

- Cultures@SAP

- Latinos@SAP

- More

Faith at Work: How Top Performing Companies Measure Up
Wednesday, October 19th, 2022 from 9 AM – 9:45 AM ET



Hear from top performing organizations on this unique area of corporate inclusion and learn what it takes to achieve recognition in the Corporate Religious Equity, Diversity & Inclusion Index – "REDI Index"



Come Celebrate the Diversity of Faith at Work!

Join Us Live: Wednesday, May 18, 2022
Time: 1 PM – 2 PM ET
Everyone Welcome!
[Click Here to Register](#)

Featuring Members:



Does bringing your whole self to work include your belief identity whether you are religious, spiritual, agnostic, atheist, or however you believe?

Hear leaders from different organizations share their journeys and participate in an interactive discussion on faith at work!

Findings

Official ERGS

- D&I Leader:
- Sini Ngobese



Sini Ngobese ✓ (She/Her) · 3rd
Director, Diversity Equity and Inclusion

<https://linkedin.com/in/sini-ngobese-6b22aa5a/>

- Interfaith employee group launched 2024
- The Interfaith ERG is an inclusive community that is dedicated to educating, fostering, and facilitating compassionate and respectful conversations on topics related to faith.

- Apex
- Bold
- Can
- EveryGen
- Hola
- **Interfaith**
- Naia
- Pride Connect
- VETS
- WISE

Scott's Miracle Gro

Findings

Official ERGS

- D&I Leader:
- Carris Ruffing



Carris Ruffing (she/her)

<https://www.linkedin.com/in/carris-ruffing/>

Encouraging Christians to live out their faith at work to love, encourage and serve all associates and our communities. G5 is short for the book and chapter (Galatians 5) that lists moral and ethical outputs of the Christian life: love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self control.

- Scotts Associate Board
- Power of Change Circles
- Scotts Associates for a Greener Earth
- Scotts Black Employee Network
- **Scotts Christian Fellowship (G5)**
- Scotts Pride Network: GroPride
- Scotts Veterans Network
- Scotts Women's Network
- Scotts Young Professionals
- Toastmasters (Gromasters)

Securian

Findings

Official ERGS

- D&I Leader: Elena Imaretska



Elena Imaretska (She/Her) · 3rd



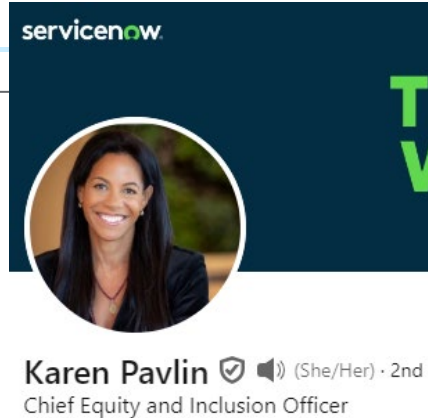
- <https://www.linkedin.com/in/imaretska/>
- Faith-based Affinity Groups:
- Christian Fellowship Group
- Men on a Mission
- Securian Women in the Word
- Prayer Group

- Mental Wellness and Disability
- Pride
- Securian Multicultural Network
- Securian Women and Allies Network
- Securian Young Professionals
- Network
- Servicemember Resource Group
- Faith-based
- Health and environment
- Professional development

Findings

Official ERGS

- D&I Leader:
- Karen Pavlin



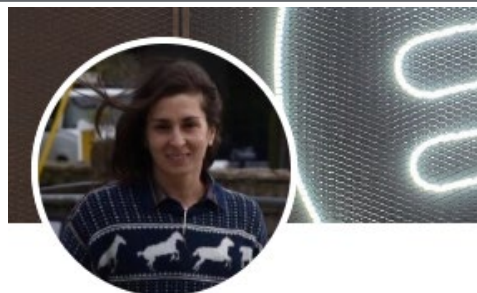
- <https://www.linkedin.com/in/karen-pavlin/>
- Blog post from their faith group: “Coming together to celebrate holiday customs”
<https://www.servicenow.com/blogs/2023/coming-together-holiday-customs>

- Asian and Pacific Islanders
- Black
- Families
- Interfaith
- Pride
- TruAbility
- Unidos
- Veterans
- Women

Findings

Official ERGS

• D&I Leader:



Dina Gabriel (She/Her) • 3rd
Global Head of Diversity at Spotify

- <https://www.linkedin.com/in/dinagabriel/>
- **Christians**, making a positive impact on Spotifiers of faith
- **Muslims**, supporting, empowering, and fostering Muslims and allies
- **Shalom**, providing community and connection rooted in Jewish culture, tradition, and values



Able, creating an accessible workplace for band members with disabilities



Banda, an inclusive community for Spotify's Latinx band members



Christians, making a positive impact on Spotifiers of faith



Muslims, supporting, empowering, and fostering Muslims and allies



Remix, our broadly diverse community inspiring people to bring their whole selves to work



SPACE, home for those who identify as or support the Asian community



Veterans, fostering an inclusive community for veterans and supporters



Arabs, fostering a safe environment for Spotifiers from the Middle East and North Africa region



BLK, championing allyship, education, and cultural awareness for Black Spotifiers



Desis, celebrating the richness of the culture of South Asian Spotifiers



Parents, connecting current and soon-to-be caregivers



Shalom, providing community and connection rooted in Jewish culture, tradition, and values



Spectrum, Spotify's LGBTQIA+ community



Women, providing resources and development support for the women of Spotify

Findings

Official ERGS

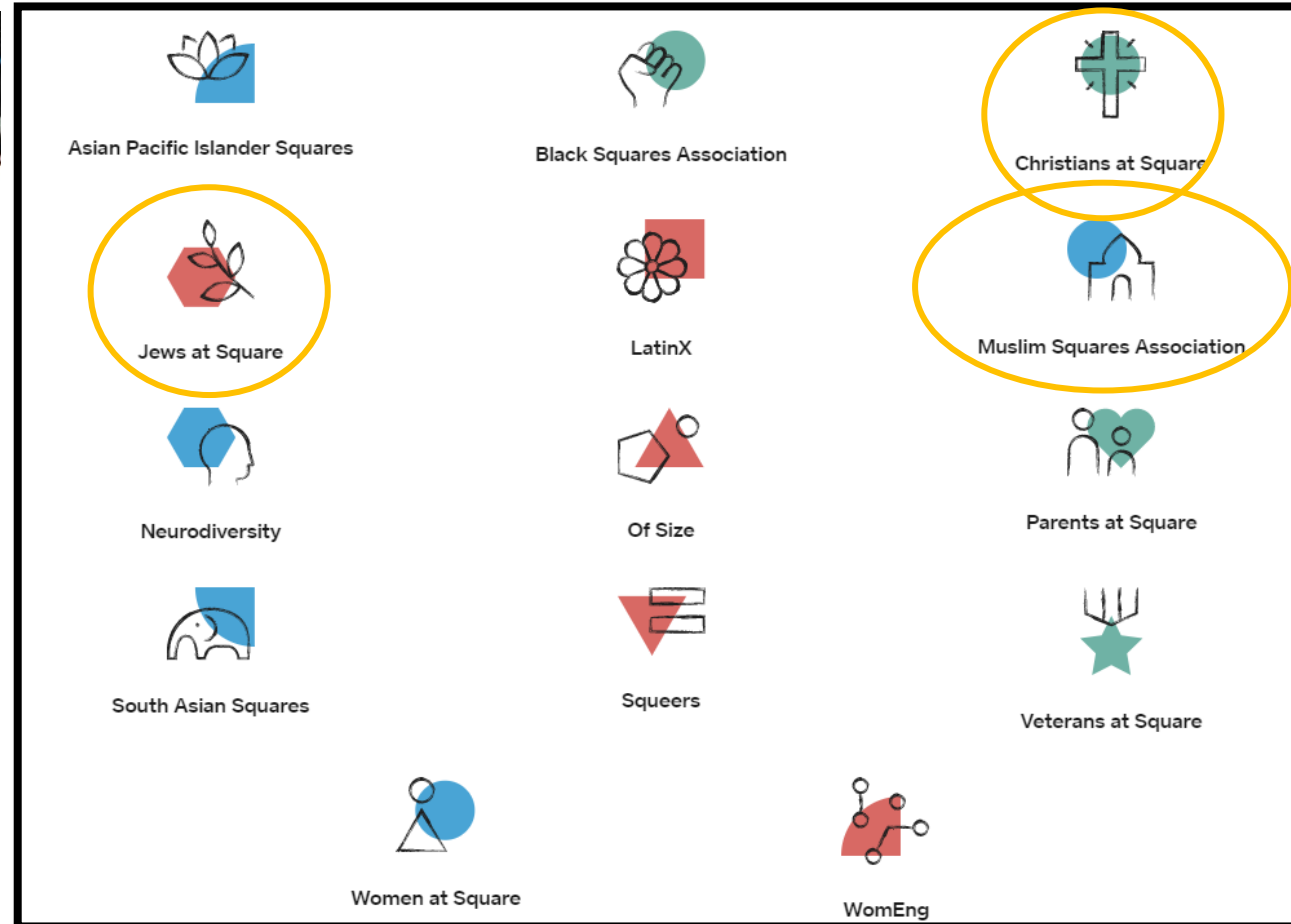
- D&I Leader:

- [Shawntee Reed](#)



Shawntee Reed (She/Her) · 3rd
Head of Inclusion and Diversity at Square | Lead Boldly | Inclusive Innovator | Intentional Leadership

- Communities are our employee-run resource groups that promote universal inclusivity through networking, development opportunities, and social events.



TARGET CORPORATION



Findings

- D&I Leader:

Kiera Fernandez



Kiera Fernandez · 3rd
Chief Diversity & Inclusion Officer
Resources at Target

- Other interesting notes:

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

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

→ Called Employee Resource Group (ERG)

Official ERGS

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

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

TEXAS INSTRUMENTS



Findings

Official ERGS

- D&I Leader:

Fran Dillard

D&I Director

fdillard@ti.com

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



- Other interesting notes:

- TIDN: TI Diversity Networks

- Symposium bringing together members of TI's Jewish, Christian, and Muslim initiatives to discuss the impact of religion in the workplace.

- Womens Initiative

- Jewish Initiative

- Pride Network

- Bangladeshi Diversity Initiative

- Christian Values Initiative

- Unidos Initiative

- Indian Diversity Initiative

- Chinese Initiative

- Vietnamese Initiative

- Muslim Employees Initiative

- Korean Initiative

- Black Employee Initiative

- Veterans Initiative

- New Employee Initiative

- Ability to Boldly Live Equally Initiative

https://www.linkedin.com/posts/religious-freedom-business-foundation_inclusion-faithatwork-faithandbusiness-ugcPost-6875104446246895616-GUHV

<https://careers.ti.com/diversity-inclusion/>


ERG Benchmarking

<https://forumworkplaceinclusion.org/wp-content/uploads/2018/12/Texas-Instruments-Faith-based-ERGs.pdf>



Findings

- D&I Leader:
- Laura Mosteller



Laura Mosteller · 3rd
Diversity & Inclusion Consultant at Toyota North America
Evansville, Indiana · See 500+ connections · [See contact info](#)
- [linkedin.com/in/laura-mosteller-ba7a4627](https://www.linkedin.com/in/laura-mosteller-ba7a4627)
- Called Business Partnering Groups
- “Created to help build inclusion and foster professional development, Toyota’s Business Partnering Groups are employee-driven networks based on shared characteristics and/or life experiences.”


Official ERGS

- African American Collaborative
- Multicultural Outlook Shaping an Inclusive Canada (MOSAIC)
- Spectrum
- Toyota Asian American Society in Alliance (TAASiA)
- Toyota Christian Fellowship (TCF)
- Toyota Environmental Resources for Responsible Actions (TERRA)
- Toyota Organization for the Development of LatinOS (TODOS)
- Toyota Veterans Association (TVA)
- ToyotAbility
- Women Influencing and Impacting Toyota (WIIT)
- Young Professional (YP)

Findings

- D&I: Bo Young Lee



Bo Young Lee · 3rd 
Chief Diversity & Inclusion Officer at Uber

boyoung@uber.com

<https://www.linkedin.com/in/bo-young-lee-073a47/>

- People who work at Uber come from many different backgrounds. Our Employee Resource Groups (ERGs) are set up and run by employees themselves. These groups are working on exciting new ways to help improve our culture and ensure that Uber better serves riders, drivers, and cities.

Official ERGS

- Able at Uber
- Asian at Uber
- Equal at Uber
- Black at Uber
- Immigrants at Uber
- Women at Uber
- Los Ubers
- **Interfaith at Uber**
- Parents at Uber
- Pride at Uber
- Sages at Uber
- Veterans at Uber

Findings

- D&I Leader:



""That's the essence of our mission – to create an inclusive culture where all associates work together to deliver on our shared purpose.""

– Ben Hasan, Chief Diversity & Inclusion Officer

- Ben-Saba Hasan

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

- Other interesting notes:

- Walmart has established Associate Resource Groups (ARGs) that have enriched cultural awareness, increased engagement in the local diverse communities and created a greater sense of community and connection among diverse associates at Walmart.

Official ERGS

- FAVOR - Faith and Vocation Opportunity and Reality (interfaith group)
- African American Business Resource Group
- APAN – Asian Pacific Associates Network
- ADAE – Associates for Disability Awareness and Education
- Tribal Voices – Native American and Alaskan Native Resource Group
- HLARG – Hispanic Latino Associate Resource Group
- Women's Resource Council
- PRIDE

X (Formerly Twitter)



Findings

Official ERGS

- D&I Leader:



- <https://www.linkedin.com> **Dalana Brand** · 3rd
Vice President People Experience and Head of Inclusion and Diversity at Twitter | Board Member | Human Resources Strategist | Culture Architect | Diversity and Equality Advocate | Doctoral Student
- Our Business Resource Groups (BRGs for short) are made up of Tweeps and their allies who dedicate time to shaping our culture by uplifting and empowering our communities. They work to make Twitter a place where anyone, anywhere can belong.
- Twitter Faith is a multifaith network of Tweeps dedicated to belief diversity, community, and understanding.
- <https://twitter.com/TwitterFaith>

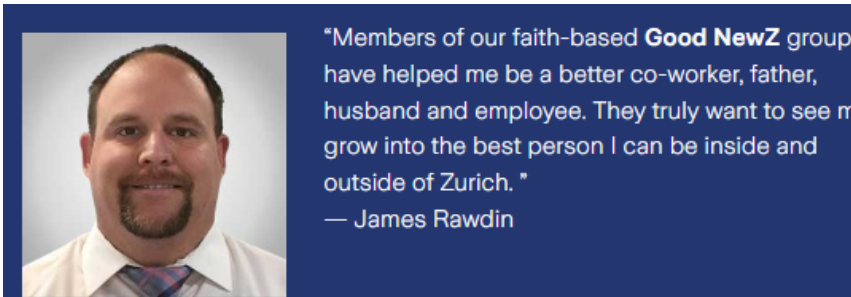
- [@TwitterAble](#)
- [@TwitterAlas](#)
- [@TwitterArabs](#)
- [@TwitterAsians](#)
- [@Blackbirds](#)
- [@TwitterFaith](#)
- [Twitter](#)
- [Indigenous](#)
- [@TwitterOpen](#)
- [@TwitterParents](#)
- [@TwitterStripes](#)
- [@TwitterWomen](#)

Findings

• D&I Leader: Jeanette Kilo-Smith



<https://insights.zurichna.com/Zurich-North-America-welcomes-new-DEI-leader>



Official ERGS

- WIN (Women's Innovation Network)
- PrideZ
- CAN (Cultural Awareness Network)
- Zurich African American Alliance
- Emerging LeaderZ
- Disability Inclusion Group
- **Christian – GoodNewZ**
- VETZ
- LUZ: Latinos Unidos at Zurich
- Zurich Asian American Pacific Islander
- AbilitieZ

Government Groups Benchmarked and Interviewed

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



Findings

- D&I Leader: Nancy Jardini
- <https://www.linkedin.com/in/nancy-jardini-4453>
- Business Resource Groups with business goals
- Christian
- The Christian Salt & Light ERG seeks to support Fannie Mae's culture in a way that encourages employees to bring their whole- selves to work. We believe that Christian principles are useful in enhancing member performance and commitment to Fannie Mae goals.
- Muslim
- The Muslim ERG seeks to enhance Fannie Mae's people, culture and business efforts by: developing ERG members' business and leadership skills; performing volunteer services in communities; building strong alliances with other ERGs; and helping Fannie Mae to meet its corporate priorities.



Official ERGS

- African Ancestry Business Leaders for Excellence (ABLE)
- Asian Employee Resource Group
- Christian Salt & Light
- Hispanic Employee Resource Group
- INDUS Employee Resource Group
- In-Visible Inclusion Employee Resource Group
- Live Openly Employee Resource Group
- Muslim Employee Resource Group
- Veterans Employee Resource Group

Internal Revenue Service – IRS

Findings

Official ERGS

• D&I Leader:



- Rodney McClarron
- <https://www.linkedin.com/in/ronny-mcclarron-365a1724/>
- Employee affinity groups, which you may choose to make a part of your work environment, exemplify our commitment to diversity.
- <http://www.cfireirs.org/> - public website for the Christian employee group.

- Association for the Improvement of Minorities (AIM),

Fundamentalist Internal Revenue Employees (CFIRE) and

- Asian Pacific Internal Revenue Employees (ASPIRE),

- Hispanic Internal Revenue Employees (HIRE)

- Christian

USDA Forest Service



Findings

Official ERGS

- Diversity Officer



Pedro (Pete) Nieto · 3rd
Public Service Professional: Expert Change Management
Advisor; Senior Diversity Officer, Senior EEO Officer.

- Pedro M. Nieto at pmnieto@fs.fed.us
- Government Organization
- Faith based ERG since 1997

- 32 [Employee Organizations](#) (see link above), including:
- Association of Christians Reaching Out in Service and Support ([ACROSS](#))