These guidelines are intended to provide general information and to **assist** and staffwho wish to form or participate in **a** EmployeeResource Group (ERG") at Lindenwood UniversityTheOffice of Diversit, Equity and Inclusionmay alter or add to these guidelines at any time and without notice.

I. Introduction

A. Definition and Purpose

An ERG is a collection definden wood faculty and staff who voluntarily work together to build a more diverse and inclusive environment partnership and with the oversight of the Center for Diversity and Inclusion primary focus is for its objectives and activities to align with the DEI4 Pillars of Success, Writeforce, Culture, Students, and Community. All the ERGs activities shold also support and prepresentative of our university's mission, vision, and values. The RGs participate in an event, but they are not to be onsidered as official members.

Recommended areas of activity are listed below:

- x Enhance engagement in EI focusel efforts designed to implement the DE4 Pillars of Success
- x Improve crosscultural competency and agility
- x Contribute to individual networking and professional development
- x Generate ideas to enhance thUniversity's ability to identify, attract and retain a morediverse workforce and student body
- x Educate to create a morecommon understanding of why building anidclusiveenvironment is a businessimperative for Lindenwood.

B. Executive Sponsor

Each RGshould have an executive sponsor who is a Depair ector or VP who serves as an entor and or advisor. The executive sponsor may be recommended by the RG or can be recruited by the Diversity and Inclusion.

The executive sponsor will prove deedback, direction and clarification of the niversity's philosophy's, policies, and support communication between the Center for Diversity and Inclusion, other University leadership groups and the ERG The executive sponsor will provide igh level insights into current university key objectives, have advice and council on how the Center for strategically stay aligned tor DEI 4 Plairs Workforce, Culture, Students, and Community

Lindenwo od Univers ity Employee Resource Group -By-Laws

Time commitment: Try to attend a meting at least quarterly. Periodically onnect with the Chairs of the ERG to ensure you are aware of threeds and strengths of the RG

C. Structure and Responsibilities

The ERG leadership positions will consist of a Chairperson, Vice Chairperson, and Communication and daison other needed positions dentified by the goup. To qualify for a Leadership.9 (d)4.1 (h)-4 (9T(e)-1 (ri.)10 (c) (2 m))