

# Lindenwood University Employee Resource Group -By-Laws

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These guidelines are intended to provide general information and to assist faculty and staff who wish to form or participate in an Employee Resource Group ("ERG") at Lindenwood University. The Office of Diversity, Equity and Inclusion may alter or add to these guidelines at any time and without notice.

## I. Introduction

### A. Definition and Purpose

An ERG is a collection of Lindenwood faculty and staff who voluntarily work together to build a more diverse and inclusive environment in partnership and with the oversight of the Center for Diversity and Inclusion. The primary focus is for its objectives and activities to align with the DEI4 Pillars of Success, Workforce, Culture, Students, and Community. All the ERG activities should also support and be representative of our university's mission, vision, and values. The ERGs

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Time commitment: Try to attend a meeting at least quarterly. Periodically connect with the Chairs of the ERG to ensure you are aware of the needs and strengths of the ERG

C. Structure and Responsibilities

The ERG leadership positions will consist of a Chairperson, Vice Chairperson, and Communications and Liaison other needed positions identified by the group. To qualify for a Leadership position, an individual must be a full-time employee of Lindenwood University. (9T(e)-1 (ri.)10 (s)2 m)

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