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Employee Resource Groups at Lindenwood University are created to contribute to the effort of the university's ability to achieve its 2026 vision and beyond to become a more diverse and inclusive institution. As the university grows and focuses on our ability to: our people, processes, and programs to meet learner needs and expectations, the missing speed, skills and affordability learners need and expect, and their hearts to strengthen our relationships, creating a sense of belonging for all becomes increasingly more important. Our students and our people thrive when they feel they belong and will contribute more to the university's overall success because of it. The ERGs are an extension of the Center for Diversity & Inclusion, and they should always align with and be focused on the same north star, the DEI 4 Pillars of Excellence,

for ensuring their ERG operates within these guidelines. If these guidelines are not met, the ERG they may be replaced by someone else.

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best interest in mind	Expected to overly focus on other Universities companies ERG initiatives and goals that might not work in our geographic area or culture
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- I. Achieve overall business plan objectives
- II. Successful completion of strategies
- III. Method in which objectives and strategies are achieved
- IV. Effective communication
- V. Timely deliverables, example: Trimester and Annual Reports
- VI. Membership growth
- VII. Visible support of University's Center for Diversity and Inclusion efforts and initiatives