Loyola University Chicago’s Employee Resource Groups
Frequently Asked Questions

What are ERGs?
Loyola University Chicago’s Employee Resource Groups (ERGs) are voluntary, self-led and comprised of faculty and/or staff with a common purpose, ideology, or interest. With support from the OIDEI, ERGs are established and managed by members of the Loyola community.

What is the goal of an ERG?
ERGs help to achieve our collective goals of increasing inclusion and feelings of belonging by offering a space for like-minded individuals and allies to connect. Like Loyola’s many student organizations, ERGs provide an increased sense of belonging driven by the actions of individuals who create lived experiences on our campuses – that’s you!

Additionally, ERGs are a platform for breaking down silos, building and deepening colleague relationships, and cultivating personal and professional development alongside peers with a unique role, perspective, or interest at the University.

Who can start or join an ERG?
ERGs are open to all Loyola employees and may include faculty, staff, or a combination of both, as well as any employee who supports the mission and vision of the ERG. Most importantly, ERGs are community driven, meaning anyone employed at Loyola can form, lead, and/or join an ERG of interest.

What do ERGs do?
ERGs have a leadership structure, actively recruit new members, and hold regular meetings and activities to ensure member engagement. ERGs may focus on uplifting a specific affinity (BIPOC, LGBTQIA+, people with disabilities), a specific purpose (new staff networking, educators pursuing tenure), a specific goal (sustainability on campus), or a specific interest (volunteering) as examples. The potential for the types of ERGs is endless!
How do I start an ERG?
Those interested in starting an ERG should submit an online proposal. To assist in planning, ERG proposal questions, as well as the ERG Overview and Operational guidelines can be found here on READI Connect, Loyola’s online community for employee DEI Advocates.

I am not registered as a DEI Advocate and therefore I can view, but do not have access to download the ERG documents from READI Connect, what should I do?
Complete this advocate interest form and you will be granted access to OIDEI’s employee advocate resources, including READI Connect. Please note that this link is an advocate interest form only, not an ERG proposal.