

ERG member survey

Leave your name off. Answer for the ERG you belong to, as it works for you today.

ERG _____

Date _____

For each statement, tick one box from 1 (strongly disagree) to 5 (strongly agree).

STATEMENT	STRONGLY DISAGREE					STRONGLY AGREE				
1 I feel I belong at this company.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
2 I see myself still working here two years from now.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
3 This ERG has widened my network at work.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
4 This ERG has helped me grow in my career here.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
5 ERG events are worth the time I spend on them.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
6 I know what this ERG wants to achieve this year.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
7 Members' ideas shape what this ERG does.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
8 My manager supports the time I give to ERG work.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
9 This ERG gets members' concerns to senior leaders.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5

10 Overall, how would you rate this ERG this year?

☐ Excellent ☐ Good ☐ Fair ☐ Poor ☐ Very poor

11 What should this ERG put most effort into next year?

☐ Careers and mentoring ☐ Community and connection ☐ Changing company practice
☐ Teaching the wider company ☐ Community volunteering

12 What is one thing that would make this ERG more valuable to you?

Thank you. Your answers are anonymous.

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Optional questions (1 of 3)

Add any of these to the core questions. Keep the numbering running on from page one.

Events and meetings

13 How many ERG events or meetings have you joined in the past six months?

- ☐ None ☐ 1 ☐ 2 or 3 ☐ 4 to 6 ☐ More than 6

STATEMENT	STRONGLY DISAGREE			STRONGLY AGREE	
14 Meeting times and formats make it easy for me to join.	1	2	3	4	5

15 Which formats would you make time for? (tick all that apply)

- ☐ Lunch-hour talks ☐ After-work socials ☐ Online sessions ☐ Small mentoring circles
☐ Volunteering days ☐ Outside speakers

16 What most often keeps you from ERG events?

- ☐ Workload ☐ Meeting times ☐ Location ☐ Topics do not fit me ☐ Unsure I would be welcome
☐ Nothing keeps me away

17 Where do you usually see news about ERG events?

- ☐ Email ☐ Team chat channel ☐ Intranet page ☐ Calendar invites ☐ Word of mouth

Leaders and sponsors

STATEMENT	STRONGLY DISAGREE			STRONGLY AGREE	
18 ERG leaders are easy to reach with an idea or a concern.	1	2	3	4	5
19 ERG leaders report back on members' suggestions.	1	2	3	4	5
20 Our executive sponsor helps the ERG get things done.	1	2	3	4	5
21 Any member can take a leadership role in this ERG.	1	2	3	4	5

22 How often have you seen our executive sponsor at an ERG event this year?

- ☐ Never ☐ Once ☐ A few times ☐ At most events ☐ I do not know who it is

Optional questions (2 of 3)

Add any of these to the core questions. Keep the numbering running on from page one.

Career growth and mentoring

23 Would you join an ERG mentoring program?

- ☐ Yes, as a mentee ☐ Yes, as a mentor ☐ Yes, in either role ☐ Not right now

STATEMENT	STRONGLY DISAGREE			STRONGLY AGREE	
24 This ERG has given me someone to ask for career advice.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
25 This ERG has made me visible to leaders beyond my team.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5

26 Which skills should ERG sessions help you build? (tick all that apply)

- ☐ Speaking to senior leaders ☐ Leading a team ☐ Asking for a promotion ☐ Building a network
☐ Running projects ☐ Personal finance

Topics for next quarter

27 Which topics should the ERG discuss next quarter? (tick all that apply)

- ☐ Getting promoted here ☐ Finding a mentor or sponsor ☐ Caregiving and work
☐ Health and wellbeing ☐ Speaking up in meetings ☐ Being a good ally ☐ Heritage and history
☐ Our survey results

28 Which discussion format do you prefer?

- ☐ Panel with open questions ☐ Small roundtables ☐ One speaker, then discussion
☐ Book or article club ☐ Online discussion thread

29 Suggest a topic or a speaker for a future ERG meeting.

Thank you. Your answers are anonymous.

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Optional questions (3 of 3)

Add any of these to the core questions. Keep the numbering running on from page one.

For employees who have not joined an ERG

30 Did you know this company has employee resource groups?

- ☐ Yes, and I know which ones ☐ Yes, but not which ones ☐ No, this is news to me

STATEMENT	STRONGLY DISAGREE					STRONGLY AGREE				
31 I feel I belong at this company.	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
32 I see myself still working here two years from now.	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐

33 What has kept you from joining an ERG so far?

- ☐ I did not know how to join ☐ No group fits me ☐ Not enough time ☐ Unsure if allies are welcome
☐ Unsure how my manager would see it ☐ I am not interested

34 What would make an ERG worth your time? (tick all that apply)

- ☐ Career development ☐ Meeting people across the company
☐ Support from people who share my experience ☐ A say in company policies ☐ Volunteering together
☐ Learning about other cultures

About you (optional)

35 Which best describes your part in this ERG?

- ☐ Leader or committee member ☐ Regular member ☐ Occasional member ☐ Member as an ally
☐ Prefer not to say

36 How long have you been a member?

- ☐ Under 6 months ☐ 6 to 12 months ☐ 1 to 3 years ☐ Over 3 years ☐ Prefer not to say

37 Where do you mostly work?

- ☐ On site ☐ Hybrid ☐ Fully remote ☐ Prefer not to say

Thank you. Your answers are anonymous.

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