



HLAA WEBINAR PRESENTERS

Benefits of Employee Business Resource Groups (EBRGs) – Fostering a Diverse and Inclusive Workplace for All to Thrive

Thursday, September 15
Noon ET, 11 a.m. CT, 10 a.m. MT, 9 a.m. PT

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The presentation card has a dark blue header with 'HLAA WEBINAR' in white. To the right, 'PRESENTERS' is written in white. The main title is in large, bold, black font. Below the title, the date and time are listed. Two circular headshots of the presenters, Gary Morin and Kerry Stith, are shown with their names in white text on a dark blue background below each photo.

September 15 Webinar Questions and Answers

Q: Do leaders of these groups do work to prepare and organize on their own time or do they get time during their workday dedicated to ERG preparation.

A: PNC strongly supports our employee business resource groups (EBRG). Group leaders are at an appropriate career level to have the flexibility to manage their “day” jobs and EBRG commitments.

Q: What should be considered when putting together a budget to start ERGs at an organization? What costs are involved?

A: The cost depends upon the mission of the resource group. Potential costs might include promotional items, refreshments, etc., costs for outside speakers, etc.

Q: Most employers will not say they will hire due to disability. Also, we sometimes get the lower paying jobs and not our worth. How do we combat that because we cannot prove it?

Q: In your job search, I would encourage you to research organizations that have a demonstrated track record of hiring persons with disabilities. Disability:IN and the American Association of People with Disabilities annually publish a [Disability Equity Index Report](#). The Disability Equality Index (DEI) is a comprehensive benchmarking tool that helps companies build a roadmap of measurable, tangible actions that they can take to achieve disability inclusion and equality

Q: What is a good career for someone who could help people with hearing loss or disabilities? I am thinking of going for something like that.

A: There are a wide array of career options. Several include sign language interpreter, audiologist, speech language pathologist, employment counselor, audiologist, software developer and accessibility specialist, to name a few.

Q: One of the challenges with having a hearing loss is the trajectory of career for those who grew up with a hearing than those late-deafened. I spent 23 years working for a small business and now work for a corporation that is pushing hard on DEI but not one mention of Disability as part of the DEI conversation. How do I approach DEI regarding this?

A: Have you direct dialogue with leaders in your corporation’s DEI organization? That may be a good place to start.



Q: How do we encourage managers to support Employee Resource Group activities? Some are not very supportive. Work comes first and employees must do "extracurricular" activities on their own time and must keep up with workload without distractions. Seems that there needs to be top-down and EEO/Privacy Diversity Office/Civil Rights Office support and influence so that diversity/equity/inclusion is embedded in the agency/corporate culture.

A: Beyond the support your EEO/Privacy Diversity Office/Civil Rights Office having the support of your business executives is critical.

Q: What would you suggest for smaller companies that may have only a couple of folks with hearing loss or something similar?

A: Smaller companies present unique challenges as well as opportunities. Smaller companies may have less infrastructure to support employee / business resource groups. However, in a smaller company, the organization tends to be flatter allowing easier access to key decision makers.

Q: How often is a DEI department separate from instead of under the HR department?

A: It varies by company. I have seen both models.