

Should senior leaders be the driving force behind ERGs?

PROS

The work is legitimized, and not just emotionally.

They're more likely to have financial support, a budget, and compensation for designated employees driving programming.

Senior leaders who listen to their group and move in the same direction, can enable and empower employees.

Leaders are more likely to be engaged and see their role as more than a passive ally.

They can affect change on this higher level.

CONS

When leaders are in charge and don't take a back seat, the space may not be safe for members to show up fully.

It may be harder to put guardrails in place.

They're more likely to uphold the status quo.

There can be reverse performativity—it's really hard to prevent power imbalances. This makes it difficult to interrupt biases.

It may not provide employees opportunities to develop leadership skills from within.