Statement of Support for Employee Resource Groups

The University of Texas at Dallas (UT Dallas) is an Equal Opportunity /Affirmative Action institution. As one of the most diverse universities in the country, it is our intention to go beyond the requirements of these laws in our efforts to achieve excellence. Employee Resource Groups (ERGs) offer an outstanding opportunity to help accomplish this goal by providing support systems within our University to foster awareness, respect, and inclusion.

ERGs are made up of people with shared backgrounds such as common interests, cultural and ethnic identities, genders, military service, and/or sexual orientations. UT Dallas encourages the formation of ERGs as places to interact with fellow staff, faculty, and students on an informal basis, while cultivating diversity and inclusion, sharing information, and recognizing achievements.

University approved ERGs are responsible for supporting improvements in their focus areas. They are designed to support professional development, University development, as well as University outreach and recruitment. These initiatives concentrate on the needs of each specific ERG networking group and the betterment of our University. ERG infrastructure must be approved by the Office of Diversity and Community Engagement to include by-laws, strategic plans, and approved budgets which allow each ERG to implement initiatives that promote an inclusive environment. To ensure the success of ERGs we are granting members up to 2 paid hours per month to attend ERG events/meetings. ERG officers are allowed up to 4 paid hours per month for official duties, including attending ERG events/meetings.

We fully support ERGs because they provide a vitally important model of service at our University. They help to attract and retain a diverse community of talented people whose efforts contribute to the welcoming culture found on the UT Dallas campus. These groups help guide and advance the UTD of the future. The participants grow professionally while they exchange ideas in their efforts to positively impact UT Dallas. Please consider joining an established ERG or starting one of your own.

Sincerely,

Richard C. Benson
President
Eugene McDermott Distinguished University Chair of Leadership

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