

Frequently Asked Questions

Eligibility

What is considered an Employee Resource Group (ERG)?

ERGs are employer-recognized workplace groups voluntarily led by employees. These groups are formed around a common dimension (similar backgrounds, experiences, or interests) or a shared identity, generally focusing on historically excluded groups. They serve as a safe space where employees can meet, support, share views, learn from others, and empower each other to further personal growth, achieve career goals, and drive business. While recognizing ERGs go by different names depending on maturity and their respective organization, for the purpose of the Awards, we use “ERGs” synonymously with affinity groups, business resource groups, employee networks, etc.

Centers of Excellence, DEI Councils, Human Resources, and Diversity Equity and Inclusion (DEI) teams are *not* considered ERGs and will *not* be eligible to be nominated in the Awards.

When did/does the ERG work have to be completed to be considered for the Awards?

For the 2023 cycle, we are considering and recognizing ERG efforts completed from January 2022 through June 2023. Work done before or outside of this consideration period will not be eligible for the 2023–2024 Awards. However, if your ERG conducted a specific program, activity, event during January 2022–June 2023 that built on an effort prior to 2022, it may be indicated in the nomination as long as the work was also sustained, fulfilled, and measured within the consideration period.

Are the awards limited only to ERG efforts in the United States?

No, the awards are global. Nominations are accepted for ERG work done worldwide.

Submitting the Nomination Application

Is there a cost to submit a nomination?

No, there is no cost to submit any nominations.

Who should submit the nomination?

For each submission, there must be two nominators. At least one of the nominators must be someone other than the nominee. Individuals and ERG members can nominate themselves or their own ERG for an award. However, there must be an outside individual, such as a DEI team or HR member, executive sponsor, program manager, colleague, etc., who will review and second the nomination.

Can I nominate multiple ERGs and/or individuals from my organization?

Yes, you can nominate multiple groups and/or individuals from your organization in the different award categories, with the exception of ERG Collaboration. Nominations in one of the four group categories (Business Impact, Community Impact, Workforce Impact, or Workplace Culture Impact) cannot be submitted for the ERG Collaboration category and vice versa.

You may submit only *one nomination application per ERG or individual per category*. You may nominate the same ERG for multiple categories, but only one application can be submitted for that ERG in a category.

We recommend prioritizing quality over quantity when determining nominations. The standards are raised every year by the nominees and their incredible work, so it is best to choose a small number of nominees who meet the standards of a category and demonstrate measurable impact, as opposed to submitting many nominees who may not be quite there yet.

Can I submit multiple nominations for the same ERG under the same category?

No, there must be only one submission per ERG per category. We recommend coordinating within your ERG, and perhaps in collaboration with your DEI team and/or communications team, to craft your nomination. If your ERG completed multiple accomplishments under the same category, combine those efforts into a single nomination.

Can I nominate more than one ERG in a single submission?

Yes, if multiple ERGs collaborated together on an initiative, you can include them all in one nomination under the ERG Collaboration category.

Does the 2500-character limit on the nomination form include spaces?

Yes, the 2500-character limit includes spaces. When you enter your nomination into the online form, there is a counter at the bottom of the text box that indicates how many characters you have left.

Does the submission have to be done all in one sitting, or can progress be saved along the way?

The nomination/submission form does not have to be filled out all at once. All the nomination forms are provided in Word files so you can save and work on the document offline before copying your content over and submitting via the online form.

Winning the Award

What do the winners receive as their award?

In addition to a physical award, winners and honorable mentions receive complimentary tickets to the 2024 EmERGE conference, where the Awards will be celebrated. Number of allocated tickets to be finalized. Aside from the conference tickets, being selected as a winner provides the honor of being publicly recognized and the opportunity for exposure across hundreds of DEI practitioners, ERG leaders, organizations, and industries. Honorees (both winners and honorable mentions) will also have their best practices featured on the Seramount website and in Seramount presentations to external partners. Award recipients may also have the opportunity to present at EmERGE.

How many winners are selected per category?

There is no set number; it depends on the submissions received and how the judges score the nominations. In years past, the numbers have fluctuated between one to four total winners and/or honorable mentions per category.

How is the nomination content used once the winners are determined?

Seramount uses submitted nomination content for various communications, including but not limited to articles about the year's winners and presentations/documentation to external partners on ERG best practices. Honoree submissions are published on our website for Diversity Best Practices members to learn from the great work that other ERGs are doing. Honorees are also showcased at our annual EmERGE conference, with potential opportunities to be presenters, providing external brand visibility and highlighting their winning practices.

Is attendance at the EmERGE conference in May 2024 required to win?

Attendance is not required to win; however, it is encouraged. EmERGE is a two-day conference with many topics, presenters, and activities focused on ERGs. Recognition for the Impact Award winners is just one part of the event program. Award recipients may also have the opportunity to present at EmERGE. Winners and honorable mentions receive complimentary tickets to attend and be recognized the 2024 EmERGE conference. Number of allocated tickets to be finalized.