

## **Mission of ERGs**

ERGs exist to create a sense of belonging by modeling inclusive behaviors, enhancing employee engagement and engaging different perspectives to create an incredible player experience. The programs they form establishes them as resources for the following pillars

- Gaming: Help increase Diversity in Games
- Development: Increase opportunities for employees to grow
- Community: Expand EA's Giving and Outreach
- Recruitment: Help Make EA an Employer of Choice
- Culture: Help Make EA a more inclusive workplace

## **Overview of skills used in being a Global Co-Chair, Regional Lead or Local Lead**

- **Leadership** - ERG Leaders lead teams of people to execute programs that advance our Inclusion strategy.
- **Strategic Planning** - ERG Leads create vision, mission, strategy and execute plans both strategically and tactically. They perform risk management, managing budgets and assess resources to execute on strategic plans.
- **Communications** - ERG Leads communicate across different business units and across geographic regions to execute on strategic planning.
- **Teamwork** - Collaborate with ERG members and partners across the company to execute.

## **Details of Roles and Responsibilities for every ERG Leadership position**

### **Executive Sponsor**

- Acts as a **Global** Strategist to help the ERG define a mission and vision, make critical decisions and provide counsel to help achieve goals
- Advocates and tells the story for the ERG to other Senior Executives and middle managers.
- Identifies improvements in methods, structure and governance to solve inefficiencies and roadblocks.
- Connects ERGs to resources to get things done such as budget, technological tools, assistance and information.
- Nurtures talent and drives membership engagement by developing excellence in ERG Leaders.

### **Global Advisor**

- Works closely with the board to strategize and identify ways in which the ERG can support EA goals across the globe – around ERG pillars or specific business objectives.
- Drives focus on opportunities for ERG to impact company culture and business performance.
- Serve as a resource for cultural insight while championing inclusive and positive representation in our games and reflection of our global player base.
- Partners with Regional/Local Chairs to connect opportunities for local engagement with EA teams.

### **Site Sponsor**

- Acts as a **local** Strategist to help the ERG activities align to the local site goals, local business unit goals, local employee engagement and local activities for talent attraction.
- Advocates and tells the story for the ERG to other executives and middle managers.

- Identifies improvements in methods, structure and governance to solve inefficiencies and road blocks.
- Connects ERGs to resources to get things done such as budget, technological tools, assistance and information.
- Nurtures talent and drives membership engagement by developing excellence in ERG Leaders.

### **Global Chair/Co-Chair**

- Serves as a global point person(s) for the ERG. Guides global ERG strategy and drives focus on what is best for the ERG and EA.
- Working collaboratively with the IDCSR Program Advisor, Executive Sponsor and other ERG Leaders.
- Influences the direction and priorities of the board and overall ERG, while actively engaging board members and leveraging their strengths.
- If there is no Controller for the ERG, may manage budget and approve spending requests.
- Leads and facilitates Board meetings.
- *Time Commitment: 4-12 hours monthly (may fluctuate depending on event planning i.e., Heritage months)*

### **Global Controller**

***\*For some ERGs, these responsibilities may roll up under the Global Chair.***

- Works with Global Board to develop budget protocol and decisions.
- Finalize and approve strategic spending plan.
- Works collaboratively with LEAP Operations Manager (Cat Cheung), to perform monthly reconciliations.
- Provides budget updates in quarterly board meetings and as needed to regional/local teams.
- Leads thoughtful decision-making from the board on use of funds and monitor tracking of expenditures.
- *Time Commitment: 4-12 hours monthly (may fluctuate depending on event planning i.e., Heritage months)*
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### **Global Communications Lead**

***Note: For ERGs that are large and hold a regional structure (6 or more chapters), these responsibilities should be shared and co-owned between Regional, Local and Global Chairs. It is the responsibility of the Global Chair to be aware and able to support where needed.***

- Oversight, awareness and approval, where needed of ERG communications distribution
- Oversee ERG Inbox
- Oversee and maintain awareness of content in main ERG Slack Channel (guidelines below)
- Provide guidance on ERG content and branding
- Assign appropriate ERG members to execute relevant deliverables
- Approve and engage in global ERG surveys, as needed
- Access to ERG G-Drive and ERG distribution lists. Support Regional and Local Communications Leads with education and communication related issues, as needed.
- Manage Social Media presence in partnership with IDCSR, Corp Comms, Branding, Social Media teams

- *Time Commitment: 4-12 hours monthly (may fluctuate depending on event planning i.e., Heritage months)*

### Regional Lead

\*Applicable to ERGs with 6 (or more) chapters or as needed for global support

- Serves as regional point person(s) for the ERG. Provides guidance to Local Chairs in region on ERG strategy.
- Contributes to ERG strategy and direction, while actively engaging and representing Local Chairs and their work.
- May hold regional leadership meetings with Local Chairs to monitor progress and ensure connection to global framework.
- *Time Commitment: 4-10 hours monthly (may fluctuate depending on event planning i.e., Heritage months)*

### LOCAL ERG LEADERSHIP TEAM

- **LOCAL CHAIRS (recommends 1-3 per site)**
  - Serves as a local point person(s) for the ERG.
  - Guides local ERG execution against global strategy.
  - Working collaboratively with the Global Chairs and ERG Advisor, influences the local direction and priorities, while representing his/her local perspective and actively engaging local leads and leveraging their strengths.
  - Leads local leadership meetings with general body meetings for local ERG members.
  - Oversee Local spending and updates budget tracker.

### Visual of ERG Structure

