



MEET THE WINNERS OF THE 2023 DIVERSITY IMPACT AWARDS

**Embracing Diversity, Equity and Inclusion: Honoring the Changemakers
of the 2023 Diversity Impact Awards**

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Greensboro, NC (October 17, 2023) – [Talent Dimensions](#) and the [Global ERG Network](#) recognized the outstanding achievements of Employee Resource Groups, Business Resource Groups and Diversity Councils at the [2023 Diversity Impact Awards](#) ceremony at the Global ERG Network Conference at the Omni Shoreham in Washington, DC October 11 – 13, 2023.

“The ability to bring together such a passionate group of individuals to engage and explore ways to take this work to the next level was powerful,” said Lynn Cowart, Co-Owner and Chief Operations Officer of [Talent Dimensions](#). “The recipients of The Diversity Impact Awards displayed excellence in driving results in organizational impact, talent management and supporting a culture of inclusion, along with other criteria,” said Cowart. The awards represented four categories: [Top 25 Employee Resource Groups \(ERGs\)](#), [Top 10 Enterprise-Wide ERGs](#), [Executive Sponsors of the Year](#) and the [Impact Spotlight Award](#).

The [Diversity Impact Awards](#) were launched in 2020 as the next iteration of the [ERG & Council Honors Award](#) – making it the first and longest-running and nationally recognized awards to honor the contributions and achievements of ERGs, BRGs and Diversity Councils.

"These groups continue to raise the bar on excellence in creating more diverse, equitable and inclusive workplaces where individuals can achieve a sense of belonging. They are an organization's secret weapon in the quest of achieving a competitive advantage in the marketplace," offered Cile Johnson, Co-Founder and Chief Business Officer of [Talent Dimensions](#).

The [2023 Diversity Impact Awards](#) continue to build on its previous success as the leader in diversity impact and performance measurement. Using the [ERG Strategic Impact Model](#), organizations are scored in key areas that ERGs, BRGs and Diversity Councils should focus on to drive organizational results. Leveraging data from the application and feedback process allows these groups to articulate their impact with key stakeholders and provide an expanded opportunity for learning. When organizations participate year-over-year in the Diversity Impact Awards, the data provides a benchmark among competing organizations and the ability to chart or measure their progress over time.

We are both pleased and honored to announce the winners of and the rankings for the [2023 Diversity Impact Awards](#). Congratulations!

Top 25 ERGs

1. Bell – Bell African Ancestry Networking Group (BAANG)
2. Entergy – LeadERG
3. Kimberly-Clark Corporation – SALUTE Veterans' Employee Resource Group
4. University of Michigan Health – West – Makabila (Swahili for 'tribes')
5. National Oceanic and Atmospheric Administration (NOAA) – Asian American and Pacific Islander Employee Resource Group (AAPI ERG)
6. Amtrak – A. Philip Randolph ERG
7. Bank of America – LEAD for Women: Leadership, Education, Advocacy and Development for Women
8. Erie Insurance – Dignity and Respect Affinity Network

9. Ecolab, Inc. – Pride Employee Resource Group
10. Boston Children’s Hospital – Boston Children’s Rainbow Alliance
11. nVent – ERG to Grass Roots Environmental and Sustainability ERG
12. Perdue Farms, Inc. – Groundbreaking Associate Inclusion Network
13. Novant Health – Generation to Generation Business Resource Group
14. Erie Insurance – Veterans Affinity Network
15. RingCentral – U.S. Service Members’ Group
16. NextEra Energy – Women in Energy
17. RingCentral – Black Employees @ RingCentral (BE@R)
18. Bank of America – MSAG: Military Support and Assistance Group
19. DeVry University – EDGE – Accelerating the Advancement of Women
20. Erie Insurance – Women’s Affinity Network
21. Southwire Company – Southwire T.E.A.M. ERG Evolution
22. Branch Insurance – Hispanic at Branch BRG
23. AT&T. Inc. – HACEMOS
24. Bank of America – HOLA: Hispanic/Latino Organization for Leadership and Advancement
25. Ericsson Inc. – GenNext Employee Resource Group

Top 10 Enterprise-Wide ERGs

1. University of Michigan Health – West DEI Steering Committee
2. Kimberly-Clark Corporation – Kimberly-Clark Employee Resource Groups

3. Northern Trust – BRC Advisory Council
4. AARP – AARP Employee Resource Group (ERG) Program
5. Entergy – Entergy’s Employee Resource Groups
6. Ecolab, Inc. – Ecolab Employee Resource Groups
7. Ricoh USA, Inc. – Ricoh USA Diversity Business Resource Councils
8. BNSF Railway – BNSF Railway Business Resource Groups
9. Greystone – Greystone DEI Committee
10. Southwire Company – Southwire Link Mentorship Program

Executive Sponsor of the Year

- American Airlines – Rich Ashlin, Vice President of ORD Operations
- Boston Children’s Hospital – Dick Argys, Executive Vice President, Hospital Operations and COO of Ambulatory and Satellites, Chief Culture Officer
- Erie Insurance – Fred Johnson, Vice President and Wisconsin Branch Manager
- Jacobs – Joanne Caruso, Executive Vice President, Chief Legal and Administrative Officer
- Sherlock Biosciences – Tiffany Summerville, Global Vice President – Head of Human Resources
- Vizient, Inc. – Bharat Sundaram – President and Chief Operating Officer

Impact Spotlight

- American Airlines – American Airlines Black Professional Network
- Halliburton – BELIEVE – Employee Resource Group
- Learning.com – Inclusion, Diversity, Equity & Awareness (IDEA) Committee
- Mount Sinai Health System – Mount Sinai Heart Diversity Council

- Network Groups for Employees of the Office of the Comptroller of the Currency
- Novant Health – Novant Health Native American BRG
- Palo Alto Networks – Vets Net (Veterans Network)
- Perdue Farms, Inc. – Disabled Associates & Family Members (DAFM)
- RingCentral – Women in SaaS Empowerment (WISE)
- Sherlock Biosciences, Inc. – Magnify Diversity, Equity, Engagement and Inclusion

About the Global ERG Network Conference

ERGs and Diversity Councils are vital links for improving organizational results. However, to remain impactful and effective, they need opportunities to increase their skills and knowledge, to learn, to share best practices, to network, to celebrate and to grow. This was the purpose of the first annual conference designed specifically for ERGs, BRGs and Diversity Councils.

About the Global ERG Network

The Global ERG Network is a practice group of Talent Dimensions, and the premier resource for transforming Employee Resource Groups, Diversity Councils and Employee Network Groups to impact key organizational and business objectives.

About Talent Dimensions

Talent Dimensions is a full-service provider of innovative and proven consulting, training and products for leveraging diversity and inclusion, addressing unconscious bias, increasing cross-cultural competencies and creating more effective ERGs and Diversity Councils.