



## Contents

<b>Terms and Conditions of Sale</b>	<b>5</b>
<b>Springboard’s Workplace/Workforce Offerings</b>	<b>6</b>

### TABLE

<b>I.</b>	Diversity & Inclusion Today and the Role of ERGs	<b>10</b>
<b>II.</b>	ERGs for People with Disabilities: When and Why	<b>15</b>
<b>III.</b>	Your Advocates: Do Not Go It Alone	<b>20</b>
<b>IV.</b>	Establishing a Vision, Mission and Objectives	<b>25</b>
<b>V.</b>	What’s In a Name?	<b>32</b>
<b>VI.</b>	Your Ecosystem: Who They Are and How To Make Them Part of Your Success	<b>35</b>
<b>VII.</b>	People with Disabilities ERG Governance	<b>39</b>
<b>VIII.</b>	Building a Core Team and Getting Started	<b>47</b>
<b>IX.</b>	Communications: Message, Media and Messenger	<b>54</b>
<b>X.</b>	Initiatives and Activities	<b>60</b>

### APPENDICES **64**

<b>1.</b>	People with Disabilities ERG Leadership Roles & Responsibilities	<b>65</b>
<b>2.</b>	Sample ERG Launch Announcement and Executive Sponsor Announcement Letter	<b>68</b>
<b>3.</b>	Sample PWD ERG Objectives	<b>69</b>
<b>4.</b>	Sample PWD ERG Activities and Initiatives	<b>71</b>
<b>5.</b>	National Disability Awareness Month (October): Announcement letter and Sample Activities	<b>73</b>
<b>6.</b>	People with Disabilities Statistics and facts	<b>76</b>
<b>7.</b>	The ERG Roadmap	<b>77</b>