

Employee Resource Groups (ERG)

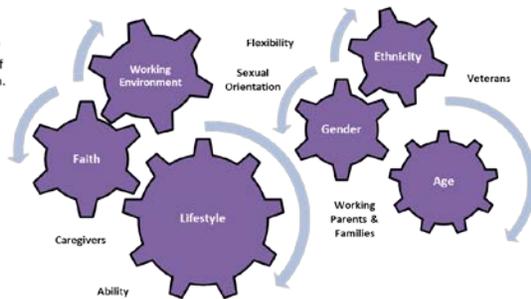
Overview



Historical Background

- For over 20 years, ERGs (formerly employee networks), have provided a forum for employees to bring voice to issues that impact the workplace and marketplace. Today, at Aetna there are 15 ERGs and 85 local affiliate chapters across the U.S. with over 10,500 members.

Multi-Dimensional
Represent the various dimensions of our employees, promoting a sense of community and a culture of inclusion.



Mission

- To promote an inclusive and productive work environment. To enhance professional development, create a sense of community, and work culture where all people are valued, empowered, and given opportunities to contribute to drive business objectives and goals.

Areas of Focus

- Attraction & Retention:** Active participation in external recruitment activities and employee engagement initiatives
- Professional Development & Networking:** In partnership with HR and ODI design programming to further professional development; forums to promote visibility and exposure to leadership across the company.
- Community Outreach & Wellness:** Engage and become involved in community activities; build brand reputation; participate in company wellness initiatives.
- Marketplace Value:** Surface member input regarding consumer insights to influence product design, and services to expand market share and growth.

Office of Diversity & Inclusion

- Provides guidance and direction to the ERG Leadership Council
- Appoints Executive Sponsors, ERG Chairs and Vice Chairs
- Allocates and monitors ERG budget expenditures

Governance



ERG Leadership Council

- Comprised of the national chairs for all 15 ERGs
- Accountable for the formation, launch and operations of ERGs, with direct responsibility for the coordination of activities to drive and support momentum across the company.

Executive Sponsor

- Champions the ERG in multiple forums, ensuring strategic alignment with business objectives and company D&I initiatives.

Measures of Success

- Membership engagement (survey results)
- Membership growth
- Program participation
- Increases in representation, retention and advancement
- Increased favorability in Employee Engagement Survey
- External benchmarking requests

Employee Resource Groups / Constituency

- AAERG (Blacks)
- AAIM (Asians)
- ACT (Telework)
- AetnAbilities (IwD)
- AetVets (Veterans)
- AHERG (Hispanics)
- ANative (Native Americans)
- Angle (LGBT and Allies)
- BoomERGroup (Baby Boomers)
- Caregivers ERG (Caregivers)
- Christian ERG (Christians)
- EnRgy (Generation Y)
- Families@Work (Working Families)
- Women's ERG (Women)
- X-Factor (Generation X)