What is a MERG?
MERG = Mayo Employee Resource Group
Mayo Employee Resource Groups or MERGs (pronounced merges) are employee-organized groups that form around a common dimension of diversity. MERGs may focus on traditional diversity dimensions such as ethnicity, age and gender. They may also include such groups as veterans, single/working parents, or the disabled. At Mayo Clinic, these groups were formerly known as diversity networking or diversity interest groups.

What are the benefits of belonging to a MERG?
Employees belong to MERGs for many reasons. Some appreciate a greater sense of belonging. Others seek opportunities to contribute their unique skills. Mayo Employee Resource Groups provide opportunities for employees to develop leadership skills and gain visibility while shaping programming that creates a more inclusive work environment. MERGs are sponsored by the Office of Diversity and Inclusion.

What Mayo Employee Resource Groups are available?
The list of MERGs is growing and changing. For the most up to date information, please visit the following links:

Enterprise: [http://mayoweb.mayo.edu/diversity/](http://mayoweb.mayo.edu/diversity/)
Arizona: [http://intranet.mayo.edu/charlie/diversity-arz/interest-groups/](http://intranet.mayo.edu/charlie/diversity-arz/interest-groups/)
Rochester: [http://mayoweb.mayo.edu/diversity-rst/networking.html](http://mayoweb.mayo.edu/diversity-rst/networking.html)
For Florida or other questions, please contact the Office of Diversity and Inclusion at 507-284-0274, internally (77)4-0274 or by email, OfficeofDiversityand@mayo.edu.

What if I don’t see a group that interests me?
New MERGs are forming. If the group in which you are interested isn’t currently available, we encourage you to start one. Call the Office of Diversity and Inclusion at ext. 507-284-0274 or (77)4-0274. We can talk with you about your interest, outline the steps needed to form a new Mayo Employee Resource Group, and help you connect with other employees. Forming a MERG involves completing a letter of intent and a charter for the new group. We will guide you through the process.
How do I join a MERG?
When you find a Mayo Employee Resource Group of interest, make contact with the group’s leader. You’ll find contact information on Mayo’s Office of Diversity and Inclusion web page, http://mayoweb.mayo.edu/diversity/. Ask to be added to the MERG’s distribution list. You will receive notice of membership meetings, events, and activities. These are attended on employee’s personal time. Once actively involved, employees often encourage others to join.

Can I join more than one MERG?
Absolutely! It’s up to you. We have employees who participate in several MERGs.

Can anyone join a MERG?
Yes, any Mayo Clinic employee can join any Mayo Employee Resource Group. MERGs are established with the understanding that membership, meetings, and events are open and inclusive of all employees.

What kind of support do these groups receive?
MERG Coordinator – A MERG Coordinator provides guidance to each group, as well as support for the groups, programs and operations.

Executive Sponsor – Each group is assigned an executive sponsor. Executive sponsors serve as a group’s champion, advocate, coach, and mentor. Executive sponsors also provide visibility for the MERG within Mayo Clinic and among Mayo leadership.

Support Staff – MERGs receive the help of support staff through the Office of Diversity and Inclusion for access to institutional resources, meeting facilitation, and use of list-serves.

Communications – A Public Affairs specialist and our ODI Program Manager to provide communication support for approved MERG events and activities.

Human Resources – A Human Resources representative will serve as a contact for HR programs, issues, policies, and helpful resources.

Web support – Administrative support is provided to create and update web pages for each MERG.

Educational and Informational Opportunities – The Office of Diversity and Inclusion regularly shares information with MERG leadership regarding educational, informational, and development opportunities. These may include brown bag events, training, webinars, online resources, and best-practice tools and resources.

Funding – Annual funding is provided through the Office of Diversity and Inclusion.