

OACETT

(ONTARIO ASSOCIATION OF CERTIFIED ENGINEERING TECHNICIANS AND TECHNOLOGISTS)

2025 MEMBER RESOURCE GROUP
(MRG) LEADERSHIP GUIDEBOOK

Prepared by: CultureAlly
For: OACETT

2025 MRG LEADERSHIP GUIDEBOOK





TABLE OF CONTENTS

SUMMARY	3
INTRODUCTION	5
HOW TO BE A SUCCESSFUL MRG LEAD	5
APPENDIX: INSPIRATION FOR MRG INITIATIVES	17



SUMMARY

1. Create your MRG's Charter

The charter is a defining roadmap that provides direction and clarity to each MRG including outlining its purpose, mission and goals.

2. Create an Annual Event Calendar

Your calendar should include events and activities that resonate with members across regions and highlight the MRG's mission to celebrate the organization's diversity and foster inclusion, while keeping in mind budget constraints.

3. Create Awareness About Your MRG

Develop a communications plan to inform members about your MRG, its mission, and the opportunities it offers to members of the association. The goal is not just to share information but to create excitement that encourages members to engage and participate.

4. Simplify the Process to Engage

Focus on streamlining the engagement experience to encourage participation.

5. Build and Sustain Momentum

Keep members actively involved and excited through regular programming, clear communication and visibility, and gathering feedback ensures the MRG continues to thrive and achieve its mission.

6. Make Your MRG and Its Activities Accessible to All

Accessibility fosters belonging and ensures no one is left out, including those with specific needs. It's a great way to develop allies as well!

7. Explore Mediums for Storytelling

Storytelling builds bridges by highlighting shared experiences and fostering understanding.

8. Create a Repository of Resources

A well-organized repository of resources ensures that OACETT's MRG members stay informed and inspired.





9. Manage the MRG Budget

As an MRG Lead, you'll have the responsibility to prepare a budget submission to the BI Committee, plan activities, allocate funds, and maximize the impact of available resources.

10. Collaborate with Other MRGs

Collaboration between MRGs is a powerful way to amplify impact, celebrate intersectionality, and foster greater inclusion within OACETT.

11. Promote Mentoring Within and Among MRGs

Mentoring programs are powerful tools for professional growth, fostering inclusiveness, and building connections within and between MRGs, and can be built within OACETT's existing mentorship program.

12. Hone Your Leadership Skills

Serving as an MRG Lead is a unique opportunity to develop and refine your leadership abilities. You will have the opportunity to develop task delegation and time management skills, strengthen your emotional intelligence, build team cohesion, demonstrate project management expertise, gain leadership visibility and enhance your strategic thinking.

13. Conflict Resolution and Strategies for Resolving Conflicts

Conflict is natural in any group, but how it's managed makes all the difference. Key strategies for conflict resolution include open communication, creating safe spaces for discussion, understanding cultural nuances, escalating to the BIC where required and ensuring there is follow up when agreed resolutions have been implemented.





INTRODUCTION

Member Resource Groups (MRGs) are at the heart of OACETT's Belonging and Inclusion (BI) initiatives. They serve a dual purpose: fostering safe and supportive spaces for members while driving community goals, such as increased engagement, innovation, and collaboration.

This guidebook is designed to be a practical blueprint for MRG Leads, offering clear guidance and actionable tools to support you as you navigate your MRG management journey and create lasting impact.

HOW TO BE A SUCCESSFUL MRG LEAD

1. Create your MRG's Charter

The charter is a defining roadmap that provides direction and clarity to each MRG including outlining its purpose, mission and goals. For a unique MRG, the charter is especially important as it provides clear guidelines and consistency across regions. It also serves as a decision-making tool, ensuring alignment with OACETT's values and BI goals to foster belonging and inclusion.

- Use the charter as a living document that evolves with the needs of the MRG, OACETT's culture and the industry.
- Ensure the charter reflects the nature of OACETT by incorporating considerations like regional representation and virtual engagement strategies.
- Align the charter with OACETT's MRG Policy to maintain consistency across all MRGs.

Creating a comprehensive charter will provide OACETT's culture with a strong foundation to guide its activities, build momentum, and create lasting impact within the industry.

2. Create an Annual Event Calendar

Developing an annual event calendar is an essential step for planning OACETT's BI initiatives and ensuring alignment with OACETT's goals. Your calendar should include events and activities that resonate with members across regions and highlight the MRG's mission to celebrate the organization's diversity and foster inclusion, while keeping in mind budget constraints.





When planning, consider a mix of activities to engage diverse interests, promote connection, and provide opportunities for growth. Examples can be found in the Appendix.

Additional Considerations:

- Ensure the calendar reflects OACETT's nature by offering events that accommodate different time zones and cultural observances.
- Leverage technology, such as Microsoft Teams, to host virtual events that connect members across regions.
- Use tools like shared digital calendars or QR codes for easy access to event details, making participation seamless for members who primarily use mobile devices.

Finally, while brainstorming activities, keep budget limitations in mind and prioritize ideas that align with OACETT's culture's mission and OACETT's organizational goals. Remember, ideation is key to creating a vibrant and engaging calendar that promotes a well-rounded experience for all members.

3. Create Awareness About Your MRG

Once you've planned your activities for the year ahead, the next step is to build excitement and raise awareness.

Develop a communications plan to inform members about your MRG, its mission, and the opportunities it offers to members of the association. The goal is not just to share information but to create excitement that encourages members to engage and participate.

Here's how to make your communications impactful:

- **Design Eye-Catching Campaigns:** Use visuals, engaging headlines, and creative formats to capture attention in crowded inboxes.
- **Ensure Relevance:** Tailor your messaging to highlight how OACETT's BI initiatives aligns with OACETT's values and the unique needs of its industry.
- **Leverage Multiple Channels:** Use email, Teams, newsletters, website posts, and QR codes to reach members wherever they are, including those who rely on mobile devices.
- **Celebrate Milestones:** Announce key initiatives, events, and successes to keep the MRG top of mind.





- Create a separate page on the website solely dedicated to the MRG and house all communications there.

A strong communications plan ensures that members not only know about OACETT's culture but are inspired to join and contribute to its mission.

4. Simplify the Process to Engage

A key measure of an MRG's success is its membership. The more accessible and welcoming the onboarding process, the more likely members are to join and stay engaged.

As an MRG Membership Lead, focus on streamlining the engagement experience to encourage participation. Here's how:

- **Create Clear Onboarding Materials:** Develop a welcome guide that includes an overview of the MRG's mission, goals, and upcoming activities.
- **Use Accessible Technology:** Leverage tools like QR codes, Microsoft forms, or automated email workflows to make the process quick and easy, especially for members coming from various organizations.
- **Provide a Warm Welcome:** Host virtual meet-and-greet sessions or introductory calls to help new members feel connected right away.
- **Highlight Opportunities for Involvement:** Share ways for members to get actively involved, such as joining subcommittees, leading initiatives, or participating in events.

By simplifying the onboarding process, you can make joining OACETT's culture a seamless and engaging experience, boosting membership and fostering a sense of belonging.

5. Build and Sustain Momentum

Engagement and momentum are critical to the long-term success of OACETT's BI initiatives. Keeping members actively involved and excited through regular programming, clear communication and visibility, and gathering feedback ensures the MRG continues to thrive and achieve its mission. Here's how to foster engagement and sustain momentum:

A. Consistent and Engaging Programming

- Plan a mix of regular events such as cultural celebrations, professional development workshops, and social gatherings.





- Offer diverse activities to appeal to different members' interests, ensuring there's something for everyone.

B. Clear Communication and Visibility

- Share updates through well-designed newsletters, Teams channels, OACETT Lix and intranet posts to keep members informed about upcoming activities and past successes.
- Use visual storytelling, like photo albums and video testimonials, to celebrate achievements and promote inclusivity.

C. Create a Sense of Belonging

- Develop a structured onboarding process to make new members feel welcome and include from the start.
- Foster inclusivity by encouraging participation and diverse perspectives during meetings and events.

D. Leadership Development and Member Empowerment

- Provide opportunities for members to take on leadership roles or lead initiatives, such as organizing events or joining subcommittees.
- Offer skill-building workshops and endorse mentorship programs to empower members personally and professionally.

E. Collaboration Across MRGs and with MRG Leads

- Partner with other MRGs to co-host events and address intersectional topics, amplifying impact across OACETT.

F. Recognize and Reward Contributions

- Highlight member achievements in newsletters, meetings, or social posts to show appreciation.
- Offer small incentives, like certificates or professional development opportunities, to recognize dedication and effort.

G. Gather Feedback and Continuously Improve

- Create feedback loops through surveys, polls, or open discussions to understand members' needs and refine activities.
- Use feedback to adapt programming and ensure initiatives remain relevant and engaging.





By combining these strategies, OACETT's culture can build a vibrant and engaged membership base while sustaining the momentum needed to create lasting impact within OACETT.

6. Make Your MRG and Its Activities Accessible to All

An inclusive MRG ensures that every member, regardless of their role or location, has access to its programs and activities. Accessibility fosters belonging and ensures no one is left out, including those with specific needs. It's a great way to develop allies as well!

Here's how to make OACETT's MRGs truly accessible:

- **Reach All Members:** Many members may not have official email addresses or regular access to devices. Use alternative communication channels like QR codes, physical flyers, or mobile-accessible platforms to ensure they stay informed.
- **Ensure Physical Accessibility:** For in-person events, provide wheelchair accessibility, and arrange for sign language interpreters or other accommodations as needed
- **Leverage Virtual Options:** Offer hybrid or fully virtual participation options for remote members or those in different regions. Tools like Microsoft Teams can help bridge the gap.
- **Champion Accessibility:** Advocate for necessary resources and accommodation, ensuring all members feel included in OACETT's culture's events and activities.
- **Ensure Accessible Communication:** Use screen-reader friendly formats, clear fonts, high contrast, and multiple formats (e.g., captions, print, digital) so information is easy to access and inclusive for all members.

By prioritizing accessibility, you can ensure that OACETT's culture's impact extends across OACETT, reaching and engaging every member regardless of their role, location, or ability.

7. Explore Mediums for Storytelling

Storytelling builds bridges by highlighting shared experiences and fostering understanding. As an MRG Lead, exploring innovative and engaging storytelling mediums can keep your communication fresh and impactful.

Here's how to use storytelling effectively:





- **Experiment with Formats:** Try using videos, podcasts, GIFs, playlists, watch parties, and virtual tours to present your MRG's initiatives and member stories in creative ways.
- **Bridge Connections:** Use storytelling to highlight personal and cultural experiences, creating moments of relatability and connection among members.
- **Keep It Relevant:** Regularly refresh your content and communication styles to maintain excitement and engagement.
- **Promote the MRG's Purpose:** Align your stories with OACETT's BI mission, showing how the MRG supports diversity, inclusion, and belonging within OACETT.

By embracing new mediums, you can enhance engagement, create lasting connections, and inspire members to connect deeply with OACETT's BI vision.

8. Create a Repository of Resources

A well-organized repository of resources ensures that OACETT's MRG members stay informed and inspired. Sharing relevant content not only supports the MRG's mission but also drives engagement and fosters discussions among members.

Here's how to create and manage a resource repository effectively:

- **Curate Relevant Content:** Share news articles, best practices, research papers, and inspirational stories that align with OACETT's BI mission to celebrate cultural diversity and foster inclusion.
- **Leverage Technology:** Use platforms like OACETT's website or cloud-based tools to create a central hub where members can easily access files and links.
- **Encourage Engagement:** Use the repository to spark discussions by sharing thought-provoking articles or asking members for their perspectives.
- **Keep It Updated:** Regularly refresh the repository with new content to ensure it remains a valuable resource for members.
- **Promote Accessibility:** Ensure resources are easily accessible across devices, including mobile-friendly formats for remote members.

A resource repository is not just an information-sharing tool; it's a way to empower members with knowledge and inspire meaningful conversations within OACETT.





9. Manage the MRG Budget

Effectively managing OACETT's culture's budget is crucial to ensuring successful, year-round activities and initiatives. As an MRG Lead, you'll have the responsibility to prepare a budget submission to the BI Committee, plan activities, allocate funds, and maximize the impact of available resources.

Here's how to manage the MRG budget effectively:

- **Plan Strategically:** Outline key activities and initiatives for the year, ensuring the budget aligns with OACETT's culture's mission and goals.
- **Collaborate on Decisions:** Consult with your MRG Program Manager, Executive Sponsor, and fellow MRG Leads to make informed budgeting decisions and maintain alignment with OACETT's broader priorities.
- **Allocate for Promotion:** Set aside part of the budget for promotional activities, such as marketing campaigns or events that boost visibility and awareness of OACETT's culture.
- **Consider Merchandise:** MRG-branded merchandise, like swag bags, T-shirts, or stickers, is a fun way to promote OACETT's culture and engage both members and non-members.
- **Track Spending:** Keep a record of expenditures to ensure transparency and accountability. This will also help when reporting on the MRG's financial impact and planning future budgets.

By carefully managing the budget, you can ensure that OACETT's culture's activities are impactful, inclusive, and financially sustainable throughout the year.

10. Collaborate with Other MRGs

Collaboration between MRGs is a powerful way to amplify impact, celebrate intersectionality, and foster greater inclusion within OACETT. Multi-MRG initiatives can reach wider audiences, optimize resources, and create meaningful connections across different groups.

Here's how to effectively collaborate with other MRGs:

- **Engage MRG Leads:** Reach out to the leaders of the Women's MRG and Veterans MRG to brainstorm shared goals and identify opportunities for collaboration.





- **Celebrate Intersectionality:** Plan events and initiatives that highlight the overlapping identities and experiences of members. For example, co-hosting a panel discussion on the intersection of cultural diversity and gender equity.
- **Host Multi-MRG Events:** Larger-scale events, such as joint celebrations or awareness campaigns, can help maximize resources while increasing engagement. For instance, co-sponsoring International Women's Day with a cultural focus or hosting a BI forum that spans multiple MRG missions.
- **Optimize Budgets:** Pooling resources across MRGs allows for higher-impact events while being more cost-effective. This ensures budgets are used efficiently to benefit more members.
- **Strengthen Inclusion:** Joint initiatives signal a united commitment to diversity, equity, and inclusion. By working together, MRGs demonstrate how collaboration can drive meaningful change within the organization.

Collaboration fosters a sense of unity, raises the visibility of each MRG, and reinforces the collective commitment to OACETT's BI goals.

11. Promote Mentoring Within and Among MRGs

Mentoring programs are powerful tools for professional growth, fostering inclusiveness, and building connections within and between MRGs, and can be built within OACETT's existing mentorship program. OACETT's culture can establish mentoring opportunities that empower its members and strengthen collaboration across OACETT.

Here's how to implement effective mentoring programs:

A. Internal Mentoring Programs

- Create opportunities for members within OACETT's culture to mentor one another.
- Example: Senior members with more professional experience can guide junior members on career development, cultural navigation in the workplace, or leadership skills.

B. Cross-MRG Mentoring

- Facilitate mentoring partnerships between OACETT's culture and other MRGs, such as the Women's MRG or Veterans MRG.
- Example: A member of OACETT's culture might mentor someone from the Women's MRG, helping them explore cultural perspectives, or vice





versa. This collaboration builds awareness of intersectional challenges and strengthens MRG relationships.

C. External Mentoring Opportunities

- Partner with external organizations to offer mentoring opportunities between OACETT members and individuals from underrepresented groups outside the company.
- Example: Collaborate with a local non-profit to provide mentorship for students or professionals looking to enter the industry.

D. Foster Awareness and Inclusivity

- Mentoring across MRGs helps increase understanding of the unique challenges faced by different communities. These insights can inform more inclusive policies and processes at OACETT.
- Example: A cross-MRG mentoring relationship could highlight barriers faced by both women of color and veterans, leading to targeted policy adjustments for members.

E. Cultivate Representation and Empathy

- Mentoring initiatives contribute to a culture where representation and empathy thrive. They help ensure diverse voices are not only heard but actively supported in their professional growth.

F. Recognize Mentorship Success

- Celebrate and share stories of successful mentoring relationships to inspire others and reinforce the program's value.
- Example: Feature mentor-mentee pairs in OACETT's culture newsletters or at company-wide events.

By championing mentoring within and among MRGs, OACETT's culture can promote professional development, strengthen relationships, and create a more empathetic and inclusive culture.

12. Hone Your Leadership Skills

Serving as an MRG Lead is a unique opportunity to develop and refine your leadership abilities. You will have the opportunity to develop task delegation and time management skills, strengthen your emotional intelligence, build team cohesion, demonstrate project management expertise, gain leadership visibility and enhance your strategic thinking. Leading OACETT's culture is not only about





managing an MRG but also about building a cohesive, high-performing chapter and driving meaningful impact across OACETT.

Here's how being an MRG Lead helps you grow as a leader:

A. Develop Task Delegation and Time Management Skills

- Successfully leading an MRG requires balancing multiple responsibilities while effectively delegating tasks to chapter members.
- Example: Assigning roles for event planning, communications, and membership outreach ensures smoother operations and shared ownership.

B. Strengthening Emotional Intelligence

- Leading an MRG enhances your ability to understand and manage both your own emotions and those of others.
- Example: Navigating conflicts constructively within the MRG builds empathy and emotional resilience, key traits of effective leadership.

C. Build Team Cohesion

- Nurturing and growing OACETT's culture mirrors the experience of leading a professional chapter, requiring alignment on goals, collaboration, and clear communication.
- Example: Creating a shared vision for OACETT's culture fosters trust and engagement among members.

D. Demonstrate Project Management Expertise

- Organizing large-scale events and initiatives showcases your ability to manage complex tasks and coordinate with multiple stakeholders.
- Example: Successfully executing a global cultural awareness campaign demonstrates strategic thinking and organizational skills.

E. Gain Leadership Visibility

- Collaborating with other MRGs and working closely with the Leadership Team highlights your leadership capabilities.
- Example: Presenting OACETT's culture's progress at a chapter meeting or leadership meeting showcases your ability to lead impactful initiatives.





F. Enhance Strategic Thinking

- Aligning OACETT's culture's goals with OACETT's BI objectives requires long-term vision and the ability to adapt to changing needs.
- Example: Developing and implementing a 12-month strategic plan for OACETT's culture reflects strategic foresight.

By stepping into an MRG leadership role, you'll gain invaluable skills that extend far beyond OACETT's culture, enhancing your professional growth and preparing you for future leadership opportunities at OACETT and beyond.

13. Conflict Resolution and Strategies for Resolving Conflicts

Conflict is natural in any group, but how it's managed makes all the difference. Key strategies for conflict resolution include open communication, creating safe spaces for discussion, understanding cultural nuances, escalating to the BIC where required and ensuring there is follow up when agreed resolutions have been implemented. Within OACETT, resolving conflicts constructively can strengthen relationships, build trust, and ensure alignment with its BI mission.

Key Strategies and Frameworks for Conflict Resolution

1. Open Communication

- Encourage honest and respectful dialogue about the issue.
- Example: Use "I" statements, such as "I feel concerned about..." to express feelings without assigning blame.

2. Create Safe Spaces for Discussion

- Set a neutral and inclusive environment for all parties to share their perspectives without fear of judgment.
- Example: Hold a dedicated meeting where the sole focus is resolving the conflict.

3. Facilitate Structured Discussions

- Use a clear framework:
 - State the Issue: Each person shares their perspective.
 - Active Listening: All parties listen without interruption.
 - Identify Common Ground: Highlight areas of agreement.





- Collaborate on Solutions: Brainstorm mutually acceptable solutions.

4. Understand Cultural Nuances

- Recognize how cultural backgrounds may shape conflict styles (e.g., direct vs. indirect communication).

5. Clear Escalation Procedures

- If the issue can't be resolved internally, escalate to leadership or HR following a clear and transparent process.

6. Follow-Up Protocols

- After resolving the conflict, check in to ensure the agreed-upon solutions are working and the relationship remains positive.

Example Framework: The A.C.E. Model

- Acknowledge: Recognize and validate the concerns of all parties involved.
- Collaborate: Work together to identify root causes and create solutions.
- Evaluation: Revisit the outcome to ensure its effective and sustainable.

The Importance of Conflict Resolution

Constructively resolving conflicts ensures OACETT remains cohesive and aligned with its BI mission. It builds trust, fosters inclusivity, and empowers members to contribute meaningfully without fear of judgment or discord.





APPENDIX: INSPIRATION FORMRG INITIATIVES

EXAMPLES TO DRIVE ENGAGEMENT & IMPACT

Type of Initiative	Description	Suggested Cadence	Benefit to the Organization
Cultural Awareness Workshop	Interactive sessions on cultural practices and values.	Quarterly	Enhances cultural understanding and cross-regional collaboration.
Storytelling Sessions	Members share personal stories about their lived experience.	Monthly	Builds empathy and connection across diverse chapters.
Virtual Cooking Classes	Members demonstrate how to prepare dishes from their regions, backgrounds and cultures.	Quarterly	Fosters engagement and connection through shared experiences.
Heritage Month Celebrations	Events dedicated to honoring cultural heritage months (e.g., Hispanic Heritage, Black History).	Annually	Demonstrates commitment to diversity and cultural recognition.
Cultural Trivia Challenge	Fun quizzes about global traditions, holidays, and customs using platforms like Kahoot.	Monthly or Quarterly	Encourages learning and interaction in an enjoyable format.
Guest Speaker Series	Invite cultural diversity experts or leaders to share insights and experiences.	Quarterly	Provides professional development and education on BI topics.
Cross-MRG Collaboration Event	Partner with other MRGs or ERGs from partnering organizations to host intersectional	Semi-Annually	Promotes collaboration and addresses intersectional identities.



	discussions or joint initiatives.		
Language Exchange Program	Members teach each other basic phrases or conversational skills in different languages.	Bi-Monthly	Promotes inclusivity and learning while celebrating linguistic diversity.
Movie Nights	Host virtual screenings of films from different countries, or across different topics, followed by a group discussion.	Bi-Monthly	Sparks dialogue and understanding through storytelling.
Book Club	Read and discuss books by diverse authors or on topics exploring different lived experiences.	Monthly	Encourages learning and meaningful conversations around themes.
Cultural Holiday Spotlights	Share newsletters or videos explaining cultural holidays celebrated by members.	Monthly	Builds awareness of diverse cultural celebrations within the organization.
Mentorship Program	Pair members with mentors to support professional development.	Annual	Strengthens career growth and fosters connections across locations, communities and disciplines.
Cultural Awareness Campaigns	Highlight traditions or customs of different cultures on internal communication channels.	Quarterly	Raises awareness and sparks curiosity among members.
Volunteer Initiatives	Collaborate with local cultural organizations for volunteering opportunities.	Semi-Annually	Demonstrates community engagement and aligns with corporate responsibility.





Interactive Art Sessions	Host virtual or in-person art workshops featuring different art forms.	Quarterly	Encourages creativity while celebrating artistic traditions.
Digital Recipe Exchange	Create a shared folder for members to upload traditional recipes.	Ongoing	Builds community through a shared love of food and culture.
Virtual Tours	Take virtual tours of cultural landmarks or museums worldwide.	Quarterly	Engages remote members and educates about global cultures.
Belonging and Inclusion Awareness E-Learning	Develop online modules including, bias, cross-cultural communication and Belonging and Inclusion topics.	Ongoing	Enhances cultural competence and professional development.
Music Playlist	Create and share playlists featuring music from around the world.	Monthly	Encourages cultural appreciation through music.
Annual Cultural Festival	Organize a large-scale virtual or hybrid festival celebrating cultural diversity.	Annually	Reinforces the organization's commitment to inclusion and diversity.
Leadership Panel Discussions	Feature leaders sharing how lived experience has influenced their career journeys.	Quarterly	Inspires members and highlights role models.
Global Dance Workshops	Host virtual dance sessions featuring traditional dances from different countries.	Bi-Monthly	Combines physical wellness with cultural appreciation.
Photography Contest	Members submit photos that showcases culture, heritage or interests for a virtual gallery.	Annually	Celebrates diversity and engages members in creative expression.





Live Q&A Sessions	Members answer questions about their lived experience in a panel or virtual event.	Quarterly	Builds understanding and breaks stereotypes through open dialogue.
Regional Culture Spotlights	Highlight a specific region each month with stories, trivia, and events.	Monthly	Ensures representation across OACETT's global workforce.
Member Networking	Organize networking sessions that connect members from different regions.	Quarterly	Strengthens cross-regional relationships and fosters collaboration.
Inclusive Language Training	Provide workshops on using inclusive language in professional settings.	Bi-Annually	Promotes respect and inclusivity in communication.
Podcast Series	Launch a podcast featuring interviews with members about their lived experiences.	Monthly	Engages members through storytelling and shares diverse perspectives.
Virtual Team Games Night	Host trivia or interactive games via online platforms.	Quarterly	Builds camaraderie and makes learning fun.
Member Spotlights	Highlight stories of members' professional journeys in newsletters or intranet posts.	Monthly	Builds community and fosters pride in diversity.
Wellness Day	Combine MRG activities with wellness initiatives, such as yoga sessions or mindfulness workshops.	Annually	Promotes holistic well-being and inclusivity.





Diversity Hackathons	Collaborative sessions where members brainstorm ideas for enhancing inclusion.	Annually	Sparks innovation while reinforcing inclusion as a core value.
Appreciation Challenges	Members share daily posts or photos related to specific themes.	Monthly	Encourages ongoing engagement and recognition of diversity.
Virtual Coffee Hours	Host casual coffee chats with discussion themes.	Monthly	Builds informal connections among members and allies.
Impact Forums	Host discussions on the current influences on business and innovation.	Bi-Annually	Aligns awareness with business insights.
Interactive Workshops on Traditions	Hands-on sessions teaching cultural practices like crafts or cooking.	Quarterly	Engages members through shared experiences and learning.

