

ERG Impact Report 2024-25

Over the past year, Forward's five Employee Resource Groups (ERGs) have been instrumental in disseminating resources, organising awareness events, training workshops, and helping the organisation to reflect on and improve its policies and practices for greater inclusivity.

RACE FORWARD - EMBRACE - FORWOMEN - PROUD - LIVED EXPERIENCE IN ACTION

A Year At A Glance

100	Members
24	Events
479	Event attendees
20	ERG meetings
23	Communications
4.8/5	Average satisfaction score for online events

Key Achievements

Race Forward hosted Forward's first in-person Black History Month celebration



Lived Experience in Action hosted two discussion based events about life with a criminal record

Proud and Embrace members offered insights into the update of self-ID options on our HR system, ensuring that staff can see themselves represented in workforce profile data.

ForWomen invited staff to nominate colleagues they find inspiring for International Women's Day. 75 nominations were shared.

Members Feedback



92% of respondents agreed that the ERGs are a good source of support, advice and guidance.



64% of respondents agreed that they feel a sense of community within their ERG.



75% of respondents agreed that they feel more connected to the wider organisation through their ERG.



"The impact you've had is immeasurable"

[Read the full report on our website](#)

Plans for 2025-26

In the coming year, we are dedicated to enhancing the capacity and capability of our ERGs, to serve as delivery partners and critical friends on the Forward Trust's EDI journey. In particular, we will focus on how our ERGs can promote allyship and work more collaboratively. We will also explore additional ways to support and empower the ERGs to facilitate their leadership development and succession planning.

