

Company: ERG Leadership Alliance

Nominated Submitted by: American Confidence Institute

Company Description: The ERG Leadership Alliance (ELA) is the world's largest network of ERG leaders and champions, spanning every industry and organizational size. Founded in 2019 by a women-led team, ELA now supports a global community of over 25,000 organizations — from Fortune 500 companies and nonprofits to academic institutions and government agencies.

Nomination Category: Achievement Categories

Nomination Sub Category: Achievement in Diversity & Inclusion

Nomination Title: ERGs are key for inclusive cultures. Alyssa unlocked their potential.



1. Briefly describe the nominated organization: history and past performance (up to 200 words):

Total 171 words used.

In 2018, when Alyssa Dver first shared her vision of an organization dedicated to supporting employee resource groups (ERGs), many HR and DEI leaders laughed at the idea. But Alyssa had seen firsthand the incredible passion of ERG leaders—volunteers who, despite no training, limited funds, and little support, were driving real belonging and change inside their organizations. She knew the ERG potential was far greater than anyone realized.

So, Alyssa rallied a team of volunteers and launched the ERG Leadership Alliance (ELA). Skeptics soon turned into believers as corporations, nonprofits, academia, and government leaders signed on. When COVID struck, ELA guided ERGs in connecting remote employees. After George Floyd's murder, ERGs—supported by ELA—emerged as trusted spaces for awareness, advocacy, and healing conversations. And now amid anti-DEI challenges, ERGs have continued to prove indispensable to engagement and culture.

Today, ELA is the global authority for ERG best practices, recognized for transforming volunteer-run groups into powerful engines of inclusion, innovation, and engagement—proving Alyssa's vision right and setting new standards for workplace culture worldwide.

2. Outline the organization's achievements since the beginning of last year that you wish to bring to the judges' attention (up to 250 words):

Total 228 words used.

Feeling the US anti-DEI rumblings early in 2024, Alyssa decided to expand ELA globally to better support existing non-US clients and seek out additional ones. ELA now employs ERG Impact Advisors in Europe, Latin America, Australia, Canada and the US. Onboarding and sales processes were developed and documented while systems were customized to manage and track sales activity and client success.

To deliver localized training and services, 50 experienced ERG professionals were certified since 2024, located around the world.

ERG University was also launched in 2024 offering live-led, virtual, open enrollment classes throughout the year. A growing catalog now includes some class available in Spanish, and every class is offered in two time slots to accommodate the 150 international students that register every trimester.

Bi-weekly Learning Labs were started in 2024 that are one hour, virtual, free and open to everyone. Labs draw hundreds of people who interactively learn and share. The first Regional Roundtable was started in 2024 in London and now ELA runs multiple ones throughout the year in various cities around the world allowing ERG champions to connect with local peers.

Lastly, ELA's certification programs expanded greatly in 2024. A new Oversight Manager Certification was created and has already graduated 20 HR/DEI professionals. New processes and systems were developed to streamline the Leader and Trainer Certifications which are recognized as the most respected ERG credentials.

3. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words):

Total 128 words used.

- o www.ERGLeadershipAlliance.com
- o Each of ELA's virtual bi-weekly [Learning Labs attracts 200-400 people](#).
- o [The ELA community](#) includes thousands of the top global brands such as Amazon, Apple, Kraft Heinz, Honda, Harvard, Yale, The Red Cross, Goodwill Industries, etc.
- o Alyssa's book, [ERG Intelligence: what every leaders needs to know about employee groups](#), is downloaded for free from ELA's website 300+ times every month and paperback and ebook versions are sold on Amazon.
- o [ERG University](#) is now running its 5th trimester and more classes and languages are added each trimester to attract hundreds of students from around the world.
- o The number of [ELA Oversight Manager Regional Roundtables](#) continues to grow globally as dozens of HR/DEI leaders continue to attend and so many offer to host a roundtable at their locations.

4. Which will you submit for your nomination in this category, a video of up to five (5) minutes, explaining the nominated achievements since July 1 of 2023, OR written answers to the questions? (Choose one):

Written answers to the questions

5. If you are submitting a video of up to five (5) minutes in length, provide the URL of the video here, OR attach it to your entry via the "Add Attachments, Videos, or Links to This Entry" link above, through which you may also upload a copy of your video. If you are submitting written answers to the questions, provide them in the appropriate spaces below:

6. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the organization's past performance (up to 250 words):

Total 245 words used.

Being any type of entrepreneur is always challenging but as a 55-year-old female and starting one just prior to COVID was seemingly impossible. Then came so many polarizing events including George Floyd's murder and subsequent racial hate crimes, the divisive US election and subsequent anti-DEI executive orders. And still the continuing dividedness over Gaza, Ukraine and many other humanitarian atrocities that leave uncertainty, fear and overwhelm that affect everyone's home and work lives.

Fueled by the urgency to create psychological safety and a sense of belonging for all, Alyssa bootstrapped ELA with her savings and brought her personal network, business experience and social commitment. In 2025, as she celebrated her 60th birthday, she wished for another 5 years of healthy ELA growth and lasting social impact.

ELA's market leadership is unique among the other smaller consultancies and independent DEI practitioners. Competitors typically operate within a single country, lack multilingual capabilities, and cannot scale to support multinational clients. Few competitors produce professional research or use proven educational methods to enable effective learning and certified achievement.

Behind the scenes, ELA's global team is remarkably agile and enabled by a well-crafted technology stack. This means they can respond rapidly to market shifts and scale seamlessly. Expert marketing staff ensure meaningful visibility and market engagement while the QA team assures member satisfaction. Plus, on staff experts ensure world-class research, localization, education and design that keeps ELA far ahead of the competition but always where the market needs are centered.

Attachments/Videos/Links:

[ERGs are key for inclusive cultures. Alyssa unlocked their potential.](#)



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