

DIVERSITY, EQUITY AND INCLUSION

# Employee Resource Groups



## What is an Employee Resource Group?

Voluntary, employee-led Employee Resource Groups (ERG) foster a diverse, inclusive workplace aligned with the organizational mission, values, goals, business practices and objectives. These groups focus on the experiences and perspectives of people of a particular race, ethnic or cultural background, gender, gender identity, religion, age cohort, sexual orientation, history of disabilities, military services or other affinities.

## What is the mission/focus of UW Health's ERGs?

Our ERGs provide opportunities for employees to network, pursue professional and personal development; improve cultural understanding among employees; improve recruiting efforts; promote education related to diversity, equity and inclusion; align with UW Health social responsibility initiatives and support our work to advance cultural competency.

## Can anyone join UW Health ERGs?

- All UW Health staff members are welcome to join any ERG of interest to them. You do not need to be a part of the affinity to join. The application for membership is accessible on U-Connect year-round. There is no deadline for applying.
- ERG Membership eligibility requirements:
  - UW Health employee
  - Employed at UW Health for at least 6 months
  - Work at least 0.5 FTE
  - Have a Leader Statement of Support Form submitted by their current supervisor
  - Be committed to the goals and initiatives of the ERG
- Members may take reasonable time from their normal work duties to participate in ERG activities as long as their department's work needs and their own work performance are not negatively impacted. If at any point, the staff member is placed on an active performance improvement plan or active discipline, ERG leaders may reassess participation.

## Can staff participate in more than one ERG?

- Staff members may join multiple ERGs; however, participation should be reviewed with their supervisor to manage their time.



## Why are ERGs important to UW Health's Diversity, Equity and Inclusion initiative?

ERGs provide opportunity to:

- Promote employee engagement and contribution across departments
- Promote collaboration between staff and leadership
- Increase representation and retention
- Enhance recruitment efforts by identifying recruitment pools or serving as interview panelists
- Gain insight into diverse customer/patient needs
- Strengthen community connections by building community outreach and collaboration
- Advance members' professional and personal leadership development
- Foster the transfer of knowledge to other staff and leadership
- Promote innovation
- Improve organizational alignment to the needs of constituent groups/patients
- Increase cultural awareness within the organization
- Foster improved patient experiences and outcomes
- Build a framework of support and sense of belonging through development of peer support networks
- Engage in formal and informal training and mentoring
- Sponsor cultural events
- Strengthen transitions for new employees
- Make recommendations in service development and delivery
- Consult on policy development and refinement by informing organizational strategies

## How often do ERGs meet?

- Typically once a month for 1-2 hours

## How many hours will staff members be away from their departments for ERG activities?

- The estimated participation time is 15-20 hours per year (1-hour monthly meetings; does not include any subcommittee participation or additional volunteer activities or events). Staff members and ERG leaders will decide on the level of participation. Meeting dates will be booked in advance to help plan work schedules.

## Can staff members participate on work time?

- If ERG meetings occur during staff member's regular work schedule, they will be released to attend
- If meetings occur during employee's off hours, they will be compensated for this time
- Aside from meetings, other ERG social events are not covered as work time

## The first five ERG pilots are:

- African American/Black
- LGBTQ+
- Women's Leadership Group
- Military Service Membership
- Latinx



For more information, visit [U-Connect](#) and search

“Employee Resource Group” or contact:

Naomi Takahashi, UW Health Program  
Coordinator for Diversity, Equity and Inclusion  
[ntakahashi@uwhealth.org](mailto:ntakahashi@uwhealth.org) • (608) 262-1797

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