

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.

How often do ERGs meet?

- Typically once a month for 1-2 hours



The first five ERG pilots are:

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



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 panels
- Gain insight into diverse customer/patient needs
- Advance members' professional and personal leadership development
- Promote innovation
- Improve organizational alignment to the needs of constituent groups/patients
- Build a framework of support and sense of belonging through development of peer support networks
- Engage in formal and informal training and mentoring
- Strengthen transitions for new employees
- Make recommendations in service development and delivery
- Consult on policy development and refinement by informing organizational strategies

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