

# Employee Resource Group

## WHAT IS AN EMPLOYEE RESOURCE GROUP

An Employee Resource Group (ERG) is a Council supported group of employees who share a common characteristic or interest (e.g., gender, ethnicity or race, sexual orientation, generation, special interest) — or allies of that group.

Formalized under a charter, an ERG supports its members, the employee demographic they represent, and the organization. The primary focus is for individuals in the group to be a resource for one another and for the group itself to be a resource to the organization.

## WHAT ERGS DO

ERGs promote diversity and inclusion, drive innovation, create opportunities, and develop inspiring leaders. Goals and activities are employee defined and aligned organizational goals of

- Talent Development
- Business Operations
- Organizational Development

## MEMBERSHIP

Membership in an ERG is voluntary and open to all Metropolitan Council employees. Members may take up to two hours per month from their normal work duties to participate in ERG activities so long as their department's work needs and their own work performance are not affected negatively.

## UP AND COMING ERGS

Two ERGs are in early development:

- An ERG for Black, Indigenous and People of Color (BIPOC)
- An ERG for People with Disabilities

To get connected to either of these developing ERGs, contact [Lila.Eltawely@Metc.state.mn.us](mailto:Lila.Eltawely@Metc.state.mn.us)

## ERG CONTACT INFORMATION



### Advancing Women in Transit

Advancing Women in Transit was formed because we want women at Metro Transit to thrive. Our goal is to support our female-identifying staff and our organization by encouraging engagement and personal development, and to make Metro Transit's culture inclusive, diverse, and reflective of our community.

Contact AWT Chair Ruby Daniels at [Ruby.Daniels@metrotransit.org](mailto:Ruby.Daniels@metrotransit.org).



### Pride

Pride creates a safe and inclusive community for Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQ+) Metropolitan Council staff and their allies by providing inclusive spaces for socializing, hosting education events, and leading the annual Pride celebration.

Contact Pride Chair Nia Colebrooke at [Nia.Colebrooke@metc.state.mn.us](mailto:Nia.Colebrooke@metc.state.mn.us).

## START A NEW ERG

New ERGs can be organized by any employee as long as they meet the ERG criteria. Employee proposals to form an ERG are submitted to the Council's Equity Manager in the form of a draft charter and are assessed according to stated mission, vision and scope having a clear and direct connection to Council mission, core values, and goals.

Contact [Lila.Eltawely@metc.state.mn.us](mailto:Lila.Eltawely@metc.state.mn.us).