DIVERSITY, EQUITY AND INCLUSION

Employee Resource Groups

UW Health
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.

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
• 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

The first five ERG pilots are:
• African American/Black
• LGBTQ+
• Women’s Leadership Group
• Military Service Membership
• Latinx

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