
Learning Session 5: Leveraging Employee Resource Groups

May 30, 2023

Continuing Education Credits

In support of improving patient care, Moses/Weitzman Health System, Inc. and its Weitzman Institute is jointly accredited by the Accreditation Council for Continuing Medical Education (ACCME), the Accreditation Council for Pharmacy Education (ACPE), and the American Nurses Credentialing Center (ANCC), to provide continuing education for the healthcare team.

CME/CE credits are available for dentists, nurse practitioners, nurses, pharmacists, physician assistants/associates, physicians, nurses, social workers, psychologists, and registered dietitians.

Completing a post-session survey is required to claim your CME/CE credits and certificate. A comprehensive certificate will be available after the conclusion of the series.



JOINTLY ACCREDITED PROVIDER™
INTERPROFESSIONAL CONTINUING EDUCATION

Disclosures

With respect to the following presentation, there has been no relevant (direct or indirect) financial relationship between the faculty or other activity planners and any for-profit company in the past 12 months which would be considered a conflict of interest.

The views expressed in this presentation are those of the faculty and may not reflect policy of Moses/Weitzman Health System, Inc. and its Weitzman Institute.

We are obligated to disclose any products which are off-label, unlabeled, experimental, and/or under investigation (not FDA approved) and any limitations on the information that are presented, such as data that are preliminary or that represent ongoing research, interim analyses, and/or unsupported opinion.

About this Collaborative: Schedule



About this Session: Learning Objectives

At the conclusion of this session, you will be able to...

- 1 Identify Employee Resource Groups (ERGs) in your organization
- 2 Describe the purpose and benefits of ERGs

Session Agenda

3:00 - 3:15	Opening remarks and discussion
3:15 - 3:25	Defining ERGs
3:25 - 3:30	Forming and Sustaining ERGs
3:30 - 3:40	Measuring Effectiveness of ERGs
3:40 – 3:50	Organization Breakout Rooms
3:50 - 4:00	Q & A and Next Steps

Opening Discussion: Unmute or share in the chat



Are you and/or have you ever been part of a group at work that shares similar interests, characteristics, or backgrounds?

Defining ERGs

Voluntary, employee-led groups aimed to provide support in personal and/or career development for members of historically underrepresented or marginalized groups

Common Examples of ERGs

- Network for people of color
- LGBTQ network
- Working parents support group
- Veterans support group
- Network for people with disabilities

ERGs at CHC



Dismantling Structural
Oppression Employee
Resource Group



Benefits of ERGs TO THE EMPLOYEE



Creates a space where employees feel included



Builds employees' professional networks and internal mentoring opportunities



Provides an opportunity to communicate concerns and advocate for change

Benefits of ERGs TO THE ORGANIZATION



Increases retention rates



Connects the organization to the community through various events



Educates employees, including senior leadership, through internal events, panels, and more

Forming and Sustaining ERGs

Get leadership buy-in
Educate senior leadership on the purpose and benefits of ERGs

Market and advertise
Make the employee base aware of new and existing ERGs through announcements via email and at town halls and new employee orientation

Empower employees to apply
Create a brief application process in which employees interested in leading an ERG have to detail the mission of the group and how it would support of the goals of the organization

Collaborate, troubleshoot, and support
Schedule regular meeting times for ERG leads to discuss and brainstorm strategies to overcome challenges

How will the proposed ERG increase a sense of belonging and inclusion at CHC for its members?



How will the proposed ERG contribute to the full CHC community?



Guidelines for Establishing ERGs

Before proposing a new ERG, CHC employees must consider the following:

How will the proposed ERG help CHC achieve its JEDI goals?



Are there initiatives/systems already in place that serve in a similar capacity?



Measuring Effectiveness of ERGs

How does the group influence professional development for participants?

How does the group impact the organization's goals?

How many members attend meetings on a regular basis?

How often and how many members engage in community events that add visibility to the organization?

QUESTIONS TO CONSIDER

Evaluating Resource Group Maturity



ERG Poll