

## EMPLOYEE RESOURCE GROUPS (ERG)

### IN THIS SECTION

A graphic consisting of several overlapping, irregular polygons in various colors (blue, yellow, orange, purple, green, brown). The text "Employee Resource Groups" is written in white, bold, sans-serif font across the center of the orange polygon.

## Employee Resource Groups

At Golden West College, we recognize that achieving our mission requires a highly skilled, diverse and inclusive workforce. We value the important role Employee Resource Groups (ERGs) play in cultivating a diverse and inclusive workplace. ERGs are grassroots groups formed by employees across all demographics; have a formal structure; are recognized by the College; align with GWC's goals; and collaborate with leadership. Such groups are typically created around, and focused on, issues affecting persons from traditionally underrepresented groups. We recognize the pivotal role ERGs play in supporting the professional growth of our employees and fostering a strong sense of belonging within our community.

Benefits of ERGs may include professional development, mentoring and career growth opportunities, networking, visibility, connecting with colleagues, leaders, increasing representation, community engagement, outreach, volunteering and advocacy.

We warmly invite all current active employees to participate in our ERGs. These groups provide invaluable opportunities for connection, growth and collaboration. If you're interested in participating in an ERG, there are two options: join an existing ERG or apply to create a new ERG. See below for a list of our current groups or to request an application.

To ensure that our ERGs uphold our shared values, all recognized Golden West College ERGs must adhere to the guidelines outlined in the "GWC ERG Guidelines" provided below. We appreciate your commitment to creating an inclusive and supportive environment for all members of our community.