

Are we doing this right?



Diversity & Inclusion Thoughts



Diversity & Inclusion is more than a tagline. It takes work.

WHEN CREATING POLICIES, THINK ABOUT:

- Creating a safe and welcoming environment for everyone.
- Being colorblind.
- Understanding the power of process and policies.
- Overlooking employee resource groups.
- Being inflexible.
- Pigeonholing.
- Allowing harmful behavior.
- Recognizing unconscious bias.









WHAT IS AN ERG?

ERG's are an incredibly valuable place for people of color, women, the LBGTQ+ community and allies to vent, share best practices, and learn new ways to help. Having an ERG can be vital to ensuring your employees feel <u>included</u> in your organization, not just represented.

ERG's Employee Resource Group

How to create an ERG.

WHEN CREATING AN ERG, THINK ABOUT:

- Types of ERGs. Disability, Veteran Status, LBGTQ+ Identity, Race, Ethnicity and Culture, and more.
- Figure out a name and mission statement. This should focus on the values of the group and reflect the companies mission.
- Get buy-in from leadership.
- Set goals
- Have regular consistent meetings and allow time for planning and wellness.



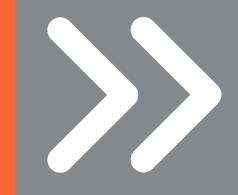








- Community Events
- Increase connections and cultural competence
- Recruiting initiatives.



ERG's Employee Resource Group



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