Employee Resource Groups
What is an Employee Resource Group (ERG)

Voluntary

Common interests, backgrounds or demographics

Employee-led

Traditionally designed to provide support to underrepresented populations

ERGs
Key Benefits

- Increased retention
- Enhanced employee engagement
- Networking (internal & external)
- Talent development
  - Current employees
  - Prospective applicants
- Assist with targeted outreach and recruitment efforts
- Support Diversity and Inclusion initiatives and training
- Provide general cultural awareness and insight to help maintain an inclusive environment.
Approved June 2019.

The purpose of this policy is to establish a commitment to engage in and sustain a partnership between Houston Methodist and Employee Resource Groups (ERGs).

This policy provides a framework to allow ERGs to identify specific areas of focus to help Houston Methodist maintain inclusive habits that create a culture of fairness, openness, cooperation, support and empowerment.
Key Elements for a Successful ERG

- Charter
- Executive Sponsor
- Non-Religious
- Inclusive of All
- I Care Values
Current Emerging ERGs

- LGBTQ+ ERG
- Global Citizens ERG
- Latin American ERG
- Black Culture Ties ERG
- Veterans ERG
You are interested... What’s next
Getting Started

Build the initial team → Organize → Formalize your ERG → ERG in action
An ERG is successful when...

- Supported by corporate policy
- Functions across geographies and job responsibilities
- Has defined charters
- Aligns with business objectives
- Open to everyone
- Offers dedicated liaisons
Contact us
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