

What is an Employee Resource Group (ERG)?

ERGs are groups of employees who join together based on shared characteristics or life experiences to provide fellowship, friendship and support, enhance career and personal development and contribute to the organization's vision and values.

ERGs promote diversity and equality by raising awareness and ensuring that group members have a voice in the organization. ERGs are often organized around traits or characteristics of underrepresented groups, for example, ethnicity or race, national origin, gender, sexual orientation, disability, age or veteran status.

At Berkeley Lab, our ERGs also allow employees to participate directly with our ongoing IDEA (inclusion, diversity, equity, accountability) initiatives and assist in fully integrating IDEA into the Lab's day-to-day business practices through strategic initiatives and policy-related goals.

Organization/Structure

ERGs are formally recognized and supported by the Lab. Each ERG completes yearly by-laws that outline the mission, vision and structure of the group as well as a charter with a detailed list of activities. Each ERG is supported by an Executive Sponsor.

Membership is open to all Lab employees; you do not have to identify with an ERG to be an ally and join it.

<https://berkeleylab-erg.lbl.gov>

Berkeley Lab currently has eight Employee Resource Groups:

Berkeley Lab's **African-American Employee Resource Group** (AAERG) aims to advance a diverse and inclusive work environment with a particular focus on African-American current and future employees.

The Berkeley Lab Disability Inclusion ERG, **All Access**, advocates for a more accessible laboratory in design, in spirit and in operation.

The **Early Career ERG** helps foster a community of inclusion and belonging for employees seeking clarity on how to navigate job growth opportunities and sense of community.

The purpose of **gLoBaL** ("LBL" inside of "global") is to provide support and a sense of community for Berkeley Lab employees who have moved to the United States from another country.

The purpose of the **Lambda Alliance** ERG is to enhance the work environment at Berkeley Lab for lesbian, gay, bisexual, transgender, intersex, queer, questioning, and gender-nonconforming (LGBTQ+) employees and allies.

The purpose of the **LANA** ERG is to advance a diverse and inclusive work environment for Latinx and Native American employees.

The purpose of the **Veterans** ERG is to enhance the work environment at Berkeley Lab for veteran employees and job seekers.

The Women Scientists and Engineers Council and Berkeley Lab's Human Resources Department work in partnership to determine priorities and develop strategies for recruitment, retention, work life balance, and the empowerment of women scientists and engineers.

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