



Employee Resource Groups @ UC ANR

UNIVERSITY OF CALIFORNIA
Agriculture and Natural Resources

What is an Employee Resource Group (ERG)?

- Groups of employees who join together based on shared characteristics or life experiences
- Typically organized around traits or characteristics of underrepresented groups

UC ANR Black and Allied Employees (BAE)

The mission and purpose of the Black and Allied Employee Resource Group (ERG) is to:

- Foster communication and create space for connection among present, and in some instances past staff and academics. Our group provides an open forum with a safe space for dialect and encourages members to share their experiences for support, healing and collective reporting, either through informal internal channels or formal public channels.
- Provide educational and professional development information and opportunities for Black staff and academics in pursuit of growth in their current role and/or advancement within UC ANR. To help ensure equitability and open transparency in regards to instances of unfair stipends, promotions, appointments and reclassifications.
- To keep issues and conditions of Black members at the forefront of policy updates and help facilitate practice/policy creation when required. Examples include: Equal Rights, Anti-Racism, Anti-Inclusion and Discriminatory practices. We will continue to fervently seek policies of baseline professionalism and zero tolerance in regards to racism while maintaining justified and unified accountability.
- Interim contacts: Esther Mosase enmosase@ucanr.edu, Shyra Murrey smmurrey@ucanr.edu, Ronald Walker rlwalker@ucanr.edu

LGBTQ+ Employee Resource Group (LGBTQ+ ERG)

Purpose:

- To connect and promote relationships among employees with marginalized genders, gender expressions, and sexual orientations.
- To provide support, healing, and validation for members who experience discrimination and prejudice due to heteronormativity, cissexism, homophobia, and/or transphobia.
- To prioritize perspectives, experiences and voices of LGBTQ+ members.

Interim contacts: Katherine E. Soule kesoule@ucanr.edu, Rebecca Ozeran rkozeran@ucanr.edu

People of Color Employee Resource Group (POC ERG)

Purpose:

- To connect and promote relationships among employees with marginalized racial and ethnic identities including POC.
- To provide support, healing, and validation for members who experience racism, discrimination and prejudice.
- To prioritize perspectives, experiences and voices of POC members.

If you would like to be involved with the POC ERG, please fill out this form:

<https://forms.gle/RJh2rmhFU7MNnEKq6>

Note that the final purpose, goals, and structure of the group will be determined by members. Interim contacts: Elaine Lander elande@ucanr.edu, Liliana Vega live@ucdavis.edu

Questions?

- If you are interested in establishing an ERG at UC ANR, please contact Bethanie Brown (brbbrown@ucanr.edu)
- More information can be found:
https://ucanr.edu/sites/anrstaff/About_Us_705/Employee_Resource_Groups/