Diversity, Equity & Inclusion

A MONTHLY NEWSLETTER BY THE JOINT DEI COMMITTEE

Table of Contents

- Making Connections Through DEI Discourse. P.2
- Did You Know? P.4
- Words And Concepts of the Month P.6
- This Month... P.10
- Days of the Month P.13
- Independence Days Around the World P.18
- Start Our First ERG! P.20
- Call for Submissions, Feedback and Suggestions P.21

Making Connections Through DEI Discourse

Elijah McClain's story is not rare: The connection to Ryan Gainer (2024)

In our previous newsletters we have seen how disability rights are intimately connected to the fight for racial justice. Last April (2023) we spoke about Elijah McClain's murder by Aurora Colorado police. In this piece, we continue making these connections, and add yet another example of how the intersection of disability and race has dire consequences for Black people living with disabilities. For this month, we recap Elijah's story and we introduce you to Ryan Gainer, a 15-year old Black boy living with autism, who's life was taken by California police in San Bernardino County.

April is Autism Awareness Month, so our story looks at some the challenges that people living with autism experience on their daily lives. Particularly this month we're highlighting the tragic death of Elijah McClain and Ryan Gainer. Elijah was a loving and nurturing young adult with a passion for music and for making other people feel good about themselves. Elijah was a person with autism who also happened to be Black.

A 2017 study by the Autism Institute (Drexel), approximately 1 in 5 teenagers with autism will be stopped and questioned by a police officer before they are 21 years old. When expanding the age range, another study found that people with autism are 7 times more likely to encounter police than those without autism. The severity of the encounter is different depending on where on the autism spectrum people land and whether or not they can follow commands.

Elijah Jovan McClain (February 25, 1996 – August 30, 2019) was a 23-year-old Black boy with autism and anemia from Aurora, Colorado. On August 25, 2019, he was walking home from a convenience store, bringing his brother an iced tea, and, because of his anemia, he wore an open-faced ski mask to keep his face warm. Colorado is known for its bitter cold and ski resorts, so wearing a ski mask is not really that unusual. While on his walk home, someone called the police to make a complaint. The person who called them described Elijah as a suspicious man wearing a "sketchy" ski mask that did not belong where he was walking.

It is important for us to see that the reason why the police were called were his looks, a Black man wearing a ski mask. No one would have known anything about him just by looking at him other than his race and perceived gender. Three Aurora, CO, police officers decided that Elijah's appearance and conduct was "suspicious." As they called to him, Elijah was listening to music on his headphones and "ignored" their calls. The police restrained Elijah, wrestled him to the ground, and placed him in a chokehold. McClain told the officers that he didn't have a gun and that he preferred personal space, according to a tape of the incident.

When paramedics arrived at the scene, they diagnosed McClain with “excited delirium” — meaning they thought he was exhibiting “superhuman” strength, without talking to him or physically touching him. They injected McClain with 500 mg of ketamine, a dose that would have been slightly too much for a 200-pound person. McClain weighed 143 pounds. Some of Elijah’s last words are the exact copy of those spoken by George Floyd – I can’t breathe.

On this Autism Awareness and Acceptance month we remember Elijah, and acknowledge the need for more awareness and acceptance around intellectual and developmental disabilities. Elijah’s case is unfortunately not rare.

In 2015, for example, New York Police Department officers beat and injured Troy Canales, a Black teen with autism who was sitting outside his home. In 2017, Lindsey Beshai Torres called for an ambulance when her son with autism was having a meltdown; instead, two Worcester, Massachusetts, officers arrived and knelt on the 10-year-old’s body as they handcuffed him. In 2018, a school resource officer in Statesville, North Carolina, handcuffed, restrained and taunted a 7-year-old boy with autism who was agitated after switching to a new medication. And in 2019, police in Brooklyn Center, Minnesota, shot and killed Kobe Heisler, an autistic 21-year-old.

In March 2024, the San Bernardino County Sheriff Department killed Ryan Gainer, a Black boy who appeared to be having a mental health crisis. Ryan is described by family and friends as a cross-country running enthusiast who aspired to study engineering. His parents had called the Apple Valley division of the Sheriff’s department to help with a mental health crisis that Ryan was experiencing. Upon arrival, officers shot Ryan three times, he passed shortly after arriving at the hospital.

According to Zoe Gross, the advocacy director at the Autistic Self Advocacy Network “The autistic community has seen far too many cases of law enforcement profiling, targeting, and using excessive, sometimes deadly force on Black autistic people.” The killing of Ryan has reignited talks for the need to have trained first responders that can attend to mental health crises. During this month, please make a conscious decision to inform yourself on the ways in which racism and ID/D intersect creating significant disparities for people living with ID/D, who also happen to be Black.

Learn More:

ABC News

The Arc’s National Center on Criminal Justice and Disability

How a better understanding of autism could change the justice system for people living with autism

Did You Know?

Interesting Facts About National Deaf History Month

National Deaf History Month is celebrated from March 13 through April 15 to recognize the contributions of deaf and hard of hearing people.

Following are three important dates in deaf history:

April 15, 1817: The first permanent public school for deaf people, the American School for the Deaf in Hartford, Conn., opened.

April 8, 1864: President Abraham Lincoln signed the charter of Gallaudet University in Washington, the first school for the advanced education of deaf people and hard of hearing in the world.

March 13, 1988: The Deaf President Now movement succeeded in having I. King Jordan named the first deaf president of Gallaudet University. Dr. Jordan became known as a symbol of self-determination and empowerment for deaf and hard of hearing people around the world.

Assistive Technology

Technology has given deaf and hard of hearing people the ability to hear, has enabled them to use the telephone system and has made video programming accessible. Its inventor, Robert Weitbrecht, made the first long-distance call using the telephone typewriter or TTY in 1964.The first attempt to use electricity to aid hearing was in 1790, and the first electrical hearing aid was invented in 1892. In 1995, Cochlear Implants were approved for people 18 and older.

The history of closed captions began with open captioning on the French Chef in 1972, which aired on PBS. Closed captioning became available but extremely limited in the early '80s. The Telecom Act of 1996 mandated closed captioning, which is now widely available for the deaf and hard of hearing community.

Sign Language

Sign language is the fourth most popular language in the world. Sign language varies from country to country. Most of the countries have their own sign language or share a certain sign language but, with a different dialect. In the American Sign Language (ASL), the alphabets can be demonstrated using one hand. However, in German and British Sign Languages, two hands are used.

Did You Know?

Interesting Facts About National Deaf History Month

In the 19th century, people living on Martha's Vineyard were as likely to be deaf as hearing. There were so many deaf people on the Vineyard, especially in the town of Chilmark, that residents developed a sign language called Martha's Vineyard Sign Language or Chilmark Sign Language. People moving to Chilmark had to learn sign language in order to live in the community.

Famous Deaf People

Holly Hunter – American actress who starred in ”The Piano,” for which she won the Academy Award for Best Actress. Hunter is profoundly deaf in one ear from a bout with mumps during childhood.

Stephen Colbert – An American comedian, actor, author, and host of the “Late Show.” He is deaf in his right ear.

Ludwig van Beethoven – Was completely deaf for the last part of his life and produced some of the greatest music of all time.

Marlee Matlin – The famous deaf actress who won an Academy Award for Best Actress for her debut role in Children of a Lesser God at the age of twenty-one.

William Hoy. Hoy was the first deaf major league baseball player. He hit the first grand-slam home run in the American league, and created the hand signals that are still used in baseball today.

Derrick Coleman – Legally deaf by the age of 3, he became the first deaf offensive player in the NFL and played for the Seattle Seahawks, including in the XVLIII Super Bowl.

Learn More:

Through Deaf Eyes

The History of Deaf Education and ASL

Dr. Joseph Hill on Intersectionality, and Black ASL

Words & Concepts of the Month

Respecting and Celebrating different cultures

The world is a mosaic of diverse cultures, each with its unique traditions, beliefs, and customs. As global citizens, it's essential to embrace and celebrate this diversity, recognizing the richness it brings to our lives. Below, we briefly explore the significance of respecting and celebrating different cultures and provide practical ways to do so. Additionally, we include some videos to expand your understanding through different nuances.

Why Respecting Different Cultures Matters

- Promoting Understanding: Learning about different cultures promotes cross-cultural understanding and helps break down stereotypes and prejudices.
- Fostering Inclusivity: Embracing cultural diversity fosters an inclusive society where people of all backgrounds feel valued and accepted.
- Building Global Relationships: In an increasingly interconnected world, respecting and understanding different cultures is crucial for building global relationships.
- Enhancing Personal Growth: Exploring other cultures can broaden our horizons, leading to personal growth and a deeper appreciation of the world's complexity.

Practical Ways to Respect and Celebrate Different Cultures

- Educate Yourself: Take the time to learn about different cultures. Read books, watch documentaries, and seek out reputable online resources to gain insights into their customs, history, and traditions.
- Cultural Exchange: Engage in cultural exchange by attending cultural festivals, visiting cultural centers, and participating in events that celebrate diversity.
- Open Conversations: Encourage open and respectful conversations about cultural differences. Ask questions and listen actively to others who may have different perspectives without judgement.
- Learn a Language: Learning a new language can be an enriching experience and a way to connect with people from different cultural backgrounds.

- Culinary Adventures: Explore the world through your taste buds by trying different cuisines. It's a delightful way to experience another culture's flavors and traditions.

- Travel: If possible, travel to different countries and immerse yourself in their culture. It's an eye-opening experience that can be truly transformative.

- Support Local Businesses: Purchase products from local businesses owned by people from various cultural backgrounds. It's a way to support diversity in your community.

- Celebrate Holidays: Take part in celebrating the holidays and festivals of other cultures, even if it's just by learning about them or attending public events.

- Respect Cultural Practices: Be mindful of and respectful of cultural practices and customs when interacting with people from different backgrounds. Not all cultural practices are open to those who are not part of the community and that is okay, it is important to understand that other cultures do not owe anyone any explanations.

The Role of Cultural Sensitivity

Cultural sensitivity is essential in the journey of respecting and celebrating different cultures. It involves understanding that what is acceptable or “the norm” in one culture may not be in another. Here are a few key principles of cultural sensitivity:

- Avoid Stereotyping: Do not generalize or stereotype people based on their culture. Treat every individual as unique.

- Respect Personal Space: Be mindful of personal space and body language, as norms can vary widely among cultures.

- Use Inclusive Language: Choose words and phrases that are respectful and inclusive, avoiding potentially offensive or inappropriate language.

- Adapt When Appropriate: When interacting with people from different cultures, be willing to adapt your behavior and communication style to show respect and understanding.

How Celebrating Different Cultures Impacts Our Mental Health

The rich tapestry of cultures, languages, and traditions that make up our global community is a source of inspiration, learning, and growth. But it's not just about promoting unity and understanding; respecting and celebrating different cultures also has a profound impact on mental health.

Fostering a Sense of Belonging
One significant way in which embracing diversity relates to mental health is by fostering a sense of belonging. When individuals from diverse backgrounds feel accepted and respected, they are more likely to develop a sense of belonging and connection to their community. This feeling of belonging can significantly improve mental well-being, as it creates a support system and a sense of purpose.

Reducing Prejudice and Stereotyping
Cultural diversity promotes understanding and reduces prejudice and stereotyping. These harmful biases can lead to stress, anxiety, and feelings of isolation for both the victims and those perpetuating them. By actively learning about and celebrating different cultures, we can break down these barriers, promoting inclusivity and mental well-being for all.

Encouraging Empathy and Compassion
Cultural diversity encourages empathy and compassion, essential elements of mental health. Learning about different cultures allows us to see the world from other perspectives, fostering a greater sense of empathy and understanding. This can lead to improved interpersonal relationships, reduced conflict, and better overall mental well-being.

Expanding Our Knowledge and Worldview
The human brain thrives on novelty and learning. By embracing diverse cultures, we expose ourselves to new ideas, art, cuisine, and customs. This exposure stimulates the mind, promoting intellectual growth and curiosity. A stimulated and curious mind often translates to better mental health and a more positive outlook on life.

Building Resilience

In a world that is constantly changing, adapting to different cultures and traditions can help build resilience. Learning to navigate unfamiliar territories and interact with people from diverse backgrounds strengthens our ability to cope with life's challenges. A resilient mind is more equipped to handle stress and maintain good mental health.

Celebrating Achievements and Heritage

Embracing cultural diversity allows us to celebrate the achievements and heritage of various communities. Recognizing the contributions and accomplishments of different cultures is not only a source of inspiration but also an opportunity to feel proud of our own heritage. Pride in one's cultural identity can boost self-esteem and mental well-being.

Embracing diversity is not only a moral imperative but also a key factor in promoting better mental health. The respect and celebration of different cultures foster a sense of belonging, reduce prejudice, encourage empathy, expand our knowledge, build resilience, and celebrate achievements. Respecting and celebrating different cultures is a beautiful and meaningful way to connect with the world and the people in it. It fosters understanding, acceptance, and unity.

Learn more by clicking on the video titles:

Cultural Diversity within Communities

By Lulu Jama

My talk will surround how one can become more culturally aware and celebrate various cultural traditions without having to travel far. Although it is a wonderful opportunity for those who are fortunate enough to travel to go out into the world and learn something new, my message is for those who may not have that same ability.

Globalizing the Local, Localizing the Global

By Sheikha Al Mayassa

My talk will surround how one can become more culturally aware and celebrate various cultural traditions without having to travel far. Although it is a wonderful opportunity for those who are fortunate enough to travel to go out into the world and learn something new, my message is for those who may not have that same ability.

This Month...

Arab American Heritage Month

Celebrating the rich and diverse culture and contributions of the diverse population of Arab Americans, National Arab American Heritage Month has been observed during the month of April since 2017. An estimated 3.7 million Americans have Arab roots, according to the Arab American Institute, with ancestries traced to 22 countries in the Middle East and North Africa, including Lebanon, Syria, Egypt, Palestine, Morocco, Iraq, Jordan, Yemen, Bahrain, Tunisia, Algeria, Sudan, Qatar, Saudi Arabia, United Arab Emirates and others.

Learn more

Autism Acceptance Month

Autism Acceptance Month aims to strengthen our commitment to equity for people on the autism spectrum of all races, ethnicities, genders, cultures, and geographies in access to services, inclusion of people with lived experience in research, opportunities for competitive integrated employment, and the freedom to pursue their life interests. During this month we also honor the contributions of people on the autism spectrum and recognize the need for supporting, understanding, accepting, including, and empowering of people on the autism spectrum.

Learn more

National Deaf History Month

National Deaf History Month is celebrated from April 1-30. Deaf History Month is celebrated at this time of year because of three main events in the history of deaf education. On April 15, 1817, America's first public school for the deaf was opened. On April 8, 1864, Gallaudet University (the first institution of higher education for the deaf and hard of hearing) was officially founded. On March 13, 1988, Gallaudet University hired its first deaf president. The National Association of the Deaf (NAD) first introduced National Deaf History Month in 1997 and, in 2006, the American Library Association partnered with NAD in supporting and spreading awareness of this celebration.

Learn more

Earth Month

It's a time to raise environmental awareness and create consciousness around the issues that affect mother nature during this time of crisis. Every April, leaders, and environmental activists from all over the world join hands to create sustainable development and offer climate solutions, to minimize our carbon footprint and prevent further harm to our planet's natural resources. It's increasingly important to observe this month as Earth starts to unravel the harmful effects of climate change which not only poses a threat to our existence but is irreversibly damaging all forms of life.

Learn more

National Child Abuse Prevention Month

Recognizes the importance of families and communities working together to prevent child abuse and neglect. Prevention services and supports developed by this collaboration can help to protect children and strengthen families.

Learn more

National Volunteer Month

Recognizes all those who give their time and energy during National Volunteer Month. In the United States, volunteerism is instilled at a young age. In many parts of the country, it is the cornerstone of summer vacation or woven into after school programs. Most organizations in small towns, rural counties and the largest cities would not function without volunteers. In some families, the baton of volunteerism is handed down generation after generation.

Learn more

Tartan (Scottish-American) Heritage Month

Scottish-American Heritage Month highlights Scottish heritage and remembers the Scottish-Americans who have had an impact on U.S. society. With an impressive list of contributions to American culture, Scottish-Americans have a lot to celebrate.

Learn more

Sexual Assault Prevention and Awareness Month

A campaign that aims to increase awareness about the causes and risk factors for sexual assault and empower individuals to take steps to prevent it in their communities. Since 2001, the National Sexual Violence Research Center has coordinated annual programming, developing materials and resources for organizations and agencies to use.

Learn more

Diversity Month

This month we recognize and celebrate the beauty of our diverse cultures, backgrounds, and traditions. Diversity Month celebrates the intersection of race, ethnic origin and color, religion and creed, sexual orientation, age, disability, sizes, and shapes among others. We come from a diverse range of cultures, each with its own set of beliefs and traditions. We must value each other's experiences, differences, and unique characteristics in order to respond with relevance, empathy, and compassion. We gain a better understanding of each other and the diversity that surrounds us by celebrating and sharing our authentic selves. Celebrating diversity not only raises cultural awareness, but it also fosters spaces of inclusion and belonging where people feel valued.

Learn more

Days of the Month

April 2 World Autism Acceptance Day

The goal of this day is to recognize people on the autism spectrum and improve their lives both fully and meaningfully. It is an internationally recognized day, encouraging Member States of the United Nations to take measures to raise awareness about people on the autism spectrum throughout the world.

Learn More

April 5 Laylat al-Qadr

Laylat al-Qadr is the holiest night of the year for Muslims, who believe it is when the first verses of the Quran were revealed to the prophet Mohammed. Islamic scholars differ on the exact meaning of Laylat al-Qadr, as the word can be interpreted in different ways. Some scholars believe that Qadr means "destiny" or "decree", as it is the night in which every person's destiny was determined. Laylat al-Qadr is also sometimes known as "the night of power", as some scholars believe it mirrors the greatness and importance of the initial night on which the Quran was revealed, and that any acts of worship performed on this night carries greater reward than on any other day.

Learn more

April 6 Tartan Day

U.S. National Tartan Day, observed in the United States on April 6 every year, commemorates the day that the Declaration of Arbroath (or the Scottish Declaration of Independence) was signed in 1320.

Learn more

April 7 Day to Remember Rwanda Genocide Victims

In 1994, in the space of three months, about 800,000 Tutsis and moderate Hutus were killed in Rwanda in what came to be known as the Rwanda genocide. In 1995, the UN called for an outreach program entitled “The Rwanda Genocide and the United Nations” and “to take measures to mobilize civil society for Rwanda genocide victim remembrance and education” to help prevent future acts of genocide. The Day of Remembrance of the Victims of the Rwanda Genocide has been observed each year since 2004, 10 years after the genocide took place.

Learn more

April 9-10 Eid al Fitr (Ramadan Ends)

Eid al-Fitr or the Festival of Sweets is the earlier of the two official holidays celebrated within Islam. The religious holiday is celebrated by Muslims worldwide because it marks the end of the month-long dawn-to-sunset fasting of Ramadan.

Learn more

April 12 National Day of Silence

Started in the mid 90’s by two college students, Day of Silence has expanded to reach hundreds of thousands of students each year. Every April, students would go through the school day without speaking, ending the day with Breaking the Silence rallies to bring attention to ways their schools and communities can become more inclusive.

Learn more

April 13 Vaisakhi

A festival to celebrate the birth of the Khalsa. Often it is misrepresented as a harvest festival or even the Sikh new year. In April 1699 the 10th Sikh Guru, Guru Gobind Singh Ji tested the commitment of thousands of Sikhs. The first five to pass his test, were initiated into a new order, called the Khalsa. These five men came to be known as the Panj Pyare (five beloved).

Learn more

April 17 Youth Homelessness Day

As many as 2.5 million youth per year experience homelessness. Along with losing their home, community, friends, and routines as well as their sense of stability and safety, many homeless youth are also victims of trauma. While trying to survive on the streets, youth are exposed to countless dangers, with an increased likelihood of substance abuse, early parenthood, impulsivity, depression, posttraumatic stress disorder, and a vulnerability to being trafficked.

Learn more

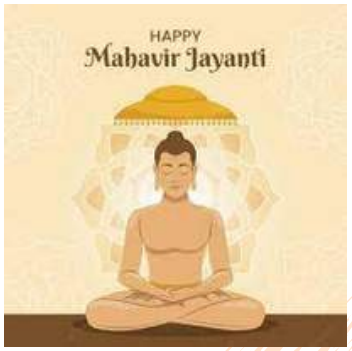
April 21 Start of Ridvan

Riḍván is a twelve-day festival in the Bahá'í Faith, commemorating Bahá'u'lláh's declaration that he was a Manifestation of God. In the Bahá'í calendar, it begins at sunset on the 13th of Jalál, which translates to the 20th or 21st of April, depending on the date of the March equinox.

Learn more

April 21 Mahavir Jayanti

Mahavir Janma Kalyanak is one of the most important religious festivals in Jainism. It celebrates the birth of Mahavir, the twenty-fourth and last Tirthankara of present Avasarpiṇī. On the Gregorian calendar, the holiday occurs either in March or April.



Learn more

April 22 Earth Day

Earth Day, established in 1970 as an international day of celebration for the modern environmental movement, which 192 countries celebrate. We suggest selecting one thing you can do for the environment throughout the month of April to help contribute. Focus on your water consumption or waste.

Learn more

April 22-30 Passover/Pesach

Passover, a Jewish holiday that commemorates the Biblical story of Exodus. Exodus is when God freed the Israelites from slavery in Egypt. Its main event is the seder, which is a festive meal where the Book of Exodus and related writings are recited in a set order.

Learn more

April 24 Armenian Martyr's Day

The date 24 April commemorates the deportation of Armenian intellectuals on 24 April 1915 from Constantinople (present-day Istanbul). The first commemoration, organized by a group of Armenian Genocide survivors, was held in Istanbul in 1919 at the local St. Trinity Armenian church.

Learn more

April 24 Theravada New Year

Theravada New Year is observed three days after the first full moon appears in April every year and this day will be marked on April 24. This day marks Buddha's birth, death, enlightenment, and the start of the rainy season. It's known by many names, such as Songkran in Central Thailand, Pi Mai in Northern Thailand, Choul Chnam Thmey in Cambodia, and Boun Pi Mai in Laos. It's considered the biggest holiday of the year. Read on to learn more about this special holiday.

Learn more

April 26-27 Gathering of Nations

Every year, tens of thousands of people from over 750 tribes across North America, Central America and South America come to the 3-day festival to see traditional Indigenous dancers and singers, compete for prizes, and to take part in other events.

Learn more

April 26 Lesbian Visibility Day

International Lesbian Visibility Day is a day to recognize and celebrate the contributions of lesbian women around the world. The day was created in 2008 to raise awareness of the issues faced by lesbians, and to encourage them to live authentically.

Learn more

April 27 Lazarus Saturday

A day a day celebrated by the Eastern Orthodox Church to commemorate the raising from the dead of Lazarus of Bethany.

Learn more

April 28 World Day for Safety and Health at Work

World Day for Safety and Health at Work takes place on April 28 every year. This holiday was initiated to promote and discuss the importance of having a safe, and healthy work environment. Data shows that deaths that have occurred as a result of work-related accidents are 19% globally. The necessity and demand to fix this humane issue is highlighted on World Day for Safety and Healthy at Work.

Learn more

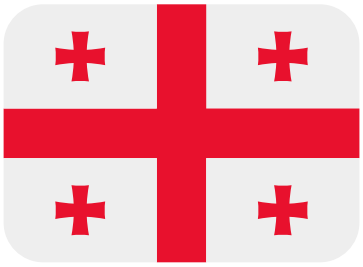
Independence Days Around The World

April 4 Senegal Independence Day

It has been celebrated annually since they gained independence from France on April 4, 1960. On this day, the people of Senegal remember and honor their heroes in their fight for independence. It is also a celebration of their rich, cultural heritage and traditions.

Click to learn more

April 9 Georgia National Unity Day



Also known as Independence Restoration Day, the Day of National Unity is a public holiday in Georgia celebrated annually on April 9th. This public holiday marks the commemoration of the Tbilisi Massacre (also known as the April 9th tragedy 1989 or Tbilisi tragedy), when a peaceful anti-Soviet demonstration on Rustaveli Avenue, in Tbilisi was dispersed by the Soviet Army, resulting in at least 20 deaths and hundreds of injuries.

Click to learn more

April 17 Syria Evacuation Day

Evacuation Day, is Syria's national day commemorating the evacuation of the last French soldier at the end of the French mandate of Syria on 17 April, 1946 after Syria's proclamation of full independence in 1941.

Click to learn more

April 18 Zimbabwe Independence Day

Observed annually on April 18th, Zimbabwean Independence Day is a holiday that commemorates the country's independence from the UK on this day in 1980. It's a day on which Zimbabweans can not only celebrate their freedom but can also reaffirm their commitment to liberty and self-rule.

Click to learn more

April 27 Sierra Leone Independence Day

On this day in 1961, Sierra Leone won independence after more than 150 years of British colonial rule. The new nation was born at the stroke of midnight, when its green, white and blue flag was unfurled. A day that commemorates the struggle, fight and freedom of Sierra Leone's people to be an independent nation from the dominance of Britain/Europe.

Click to learn more

April 27 Togo Independence Day

On this day, Togo celebrates its independence from the French colonial empire in 1960. Togo's name derives from the indigenous tribes' language which means "a place where lagoons lie." Togo, also known as the Togolese Republic or the République Togolaise, is a West African country bordered on the west by Ghana, on the east by Benin, and on the north by Burkina Faso.

Click to learn more

Start Our First ERG!

AHRC NASSAU

EMPLOYEE RESOURCE GROUPS

WHAT IS IT?

An Employee Resource Group (ERG) is a group of people within an organization who voluntarily join together based on shared identity, values, experiences, or goals. The purpose of Employee Resource Groups is to strengthen workplace relationships, foster a sense of belonging, promote personal and professional growth, and ultimately nurture the entire company community.

Fun Facts About ERGs

- The groups offer a chance to network and socialize, work on professional development and to raise awareness of relevant issues.
- ERGs don't just offer friendship and inclusivity—they also give employees the chance to develop skills. These can come from leadership opportunities, organizational responsibilities and or mentorship
- ERG's programs facilitate a clear line of communication from ERGs to leadership to voice concerns and solve problems.
- ERG's can provide a sense of community and connection, even in very large organizations . By meeting others with similar life experiences, people feel more supported

Example Types of ERGs

- Cancer Survivors
- LGBTQIA+ Alliance/Caucus /and Allies
- Women of Color
- Jewish Heritage
- Muslim Heritage
- Single Parents
- BIPOC Alliance/Caucus /and Allies
- Veterans
- Older/Younger Professionals
- DSP Network/Alliance

Let's get started by scanning the QR code to complete a brief survey

SCAN ME

Are you interested in joining or leading an ERG:

https://www.surveymonkey.com/r/Z7ZW7GQ

share your thoughts on what type of ERGs you would like to participate in at: ***DEICommittee@ahrc.org***

Call for Submissions, Feedback and Suggestions

The Diversity, Equity, and Inclusion Monthly Newsletter invites contributions to our monthly publication that fits into the following categories:

- News items and announcements
- Short stories
- Recognitions
- Member profiles

Tell us what you want to see more of!

Send us your feedback!

Submit your materials to:
Dr. Sarah Gonzalez Noveiri
DEI Officer
snoveiri@ahrc.org