

Equity and Social Justice ERG/Affinity Policy

Employee Resource/Affinity Groups Talking Points

- King County now has an official policy that supports Executive Branch Affinity Groups, also known as Employee Resource Groups (ERGs). These employee-led groups focus exclusively on state- and federal-protected categories (such as race, gender, and sexual orientation) and their common interests.
- Supported by the Office of Equity and Social Justice, King County ERGs work with leadership to inform policies and procedures that address racism and other forms of oppression.
- ERGS are a great way to build relationships with colleagues who share common interests or backgrounds. They also provide opportunities for participants to develop their leadership skills.
- Current King County ERGs include:
 - Asian Pacific Islander
 - Black/African
 - Latinx
 - Native American Leadership Council
 - Anti-Racist White Action Group
- ERG participants can use up to three work hours a month to attend meetings and ERG activities. ERG representatives may use up to six hours each month.
- ERG members may attend multiple ERGs within the three hours allotted per month.
- Time spent in ERG meetings and activities is not eligible for overtime.
- If you'd like to participate in or start an ERG, come talk to me as I am required to approve all requests.
- Questions?

