

STATEWIDE EMPLOYEE RESOURCE GROUPS

**Join a group. Create a network.
Make a positive impact on state government.**



ARE YOU INTERESTED IN...

- **Supporting a more inclusive work environment**
- **Participating in career development opportunities**
- **Assisting in statewide recruitment and retention of talent**
- **Increasing awareness of equity and inclusion efforts**
- **Identifying and meeting business needs**

STATEWIDE EMPLOYEE RESOURCE GROUPS

Statewide Employee Resource Groups (ERGs) are a network of employees that help drive results and act as a catalyst to build a culture of inclusion and diversity across the enterprise. Statewide ERGs understand the advantages of an environment that embraces the culture of employees, fosters talent growth and development, and encourages meaningful community involvement. Statewide ERGs work collaboratively to ensure that the business impact is reflected through the three core principles (3Cs): Culture, Career Development, and Community Involvement.

APPROVED IDENTITIES/ BACKGROUND GROUPS

- **Race/Ethnicity**
- **Disability communities**
- **Generational (i.e., millennials, young professionals, etc.)**
- **LGBTQ**
- **Gender**
- **Veteran status**

WANT TO START A STATEWIDE ERG? YOU'LL NEED:

- **Four or more employees**
- **An application form with an Executive Sponsor, Champion, and Chair recommendations**
- **A work plan that aligns with the mission, vision, and strategic goals of the state**
- **Bylaws and Chair, Vice Chair, and Secretary designees**

**Submit application to Minnesota Management and Budget
Contact [Brittany McClendon](#) for more information**