

Employee Resource Groups (ERGs) are a formal connecting structure for employees who share a common diversity dimension and their allies. ERGs plan and implement activities that help to foster an inclusive workplace culture. Members of the ERG act as a resource to each other to achieve their full potential at work and to the Corporation, providing assistance with implementation of the Workplace Diversity and Inclusion Plan.

Currently our organization has the following ERGs:

U5

- Supporting employees with under five years' service
- Focus typically includes:
 - helping new employees with networking, navigating the organization, career guidance and social activities
 - helping the organization with feedback on Corporate Orientation, recruitment outreach, advice on retaining top talent



UP!

- Supporting employees who identify as women
- Focus typically includes:
 - activities recognizing Women's Day and the International Day of the Girl
 - networking events
 - speaker series
 - member meetings



PRISM

- Supporting 2SLGBTQ+ employees to bring their whole selves to work
- Focus typically includes:
 - planning and implementation of the Corporation's presence in the Pride London Festival
 - delivering the Corporation's Positive Space Program training
 - recognizing days of significance to the 2SLGBTQ+ community (e.g. Day of Pink, Trans Remembrance)
 - providing advice to the organization on policies and programs, with an LGBT+ lens
 - providing 2SLGBTQ+ employees and others with information and supports



ABC

- Supporting employees who identify as African, Black and Caribbean
- Focus typically includes:
 - recognizing days of significance to this community (e.g. Black History Month, Emancipation Day)
 - networking events
 - speaker series
 - member meetings



Access Without Limits

- Bringing together employees with visible and invisible disabilities and their supporters
- Activity focus includes:
 - suggest content for training programs
 - development of information resource sheets
 - recognition of the Day for Persons With Disabilities (Dec 3)
 - supporting development of the City's 2022-2026 Accessibility Plan
 - review of employee benefits with a disability lens



***NOTE:** all ERGs are inclusive and welcome supporters who are not part of the demographic group – new members are always welcome to all groups.