

Equity and Social Justice ERG/Affinity Policy

Employee Resource Group (ERG) Charter Template

Background (required):

Provide a brief history of the ERG and how it supports equity and social justice plans.

In June 2021, the King County Office of Equity and Social Justice (OESJ) released the County's first Disability Equity Action Plan. The plan contains several recommendations, including the creation of an affinity group for employees with disabilities. On October 25, 2021, the King County Disability Affinity Group – now named the King County Disability Equity Network (KCDEN) – was launched. The KCDEN supports King County's commitment to equity and social justice by advancing policies and practices that support equitable, universal access and non-discrimination while acknowledging the important intersectionality of race and disability.

Purpose and Scope (required):

List the specific purpose and intended membership of the ERG.

- Supporting equitable opportunities for the advancement, inclusion, and belonging of persons with disabilities at King County
- Creating opportunities for peer-to-peer mentoring and resource sharing
- Increasing the awareness of ableism and removing barriers in the workplace
- Addressing disability intersectionality with BIPOC and other marginalized identities
- Informing policy and other decisions that impact persons with disabilities in King County

The membership of the KCDEN is comprised of King County employees who self-identify as a person with a disability.

Core Values (required)

List the core values that guide the ERG's work.

- King County employees affected by and living with a disability are valuable contributors to the success of the county's mission and offer unique lived experience that helps advance True North values.
- By working to support, inform, guide, and improve County culture around disability equity and justice, the quality of life for everyone living in and visiting King County can be improved.
- The advancement of equity of social justice work at King County relies on recognizing the important intersectionality of disability with race and other marginalized identities.

Group Agreements (required):

List the group agreements that guide members.

Confidentiality – members agree to respect the confidentiality of others; members are not required to disclose information about their disabilities.

One Voice – when the KCDEN is asked for feedback on issues of importance to persons with disabilities, members will be consulted. Feedback will reflect the collective views of group members.

Decision Making – the KCDEN will make decisions using a consensus-based approach.



Group Goals and timeline for how the ERG will meet goals/milestones/activities (optional)

In its first year (January 1, 2022 – December 31, 2022) the KCDEN will:

- Ratify an initial Charter
- Establish an invitation-only Teams site
- Establish a website
- Select a name for the affinity group (the King County Disability Equity Network – KCDEN)
- Establish an initial meeting schedule/frequency
- Select a Program Identifier (i.e. – a logo) for the KCDEN
- Assess the need for ad hoc or other subcommittees
- Establish ad hoc or other subcommittees as necessary
- Begin initial conversations with members regarding governance, i.e. – leadership roles, succession planning, etc.

Membership, Roles, and Responsibilities (required):

List the executive sponsor, executive committee members (e.g., chair or co-chairs, secretary, etc.) along with who appoints them and duration of positions on the executive committee. If applicable, list the relationship to, method, and frequency of communication with other governance groups.

Executive Sponsor: Leo Flor, Director – Dept. of Community & Human Services

Executive Committee Members: Lili Stansberry and Karla Lynch, Co-Chairs; Co-Chairs were appointed by Anita Whitfield, Chief Equity & Inclusion Officer – Director, Office of Equity & Social Justice. Duration of Co-Chair appointments to be determined.

Co-Chairs consult with other Affinity Groups as necessary and participate as members of the OESJ Affinity Group Partnering Team twice per month.

Meeting Schedule and Meeting Support (required):

List the established meeting schedule and who may schedule ad hoc meetings when necessary.

The KCDEN currently meets on the second Tuesday of each month; ad hoc meetings may be scheduled by the Co-Chairs and/or by group members, as necessary.

Charter Review and Modification (required)

The KCDEN will review its charter at least annually. Modifications to the Charter may be made at any time by consensus or other vote of current members. “Members” are defined as King County employees who have joined the group’s invitation-only Teams site.



Signatures (required):

List the individuals who are authorizing the ERG's charter.

Electronically Signed by Lili Stansberry and Karla Lynch

Approved: 3/18/2022

Revised: ____/____/____

