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?

King County
Office of Equity and Social Justice