



# Harper's Employee Resource Groups

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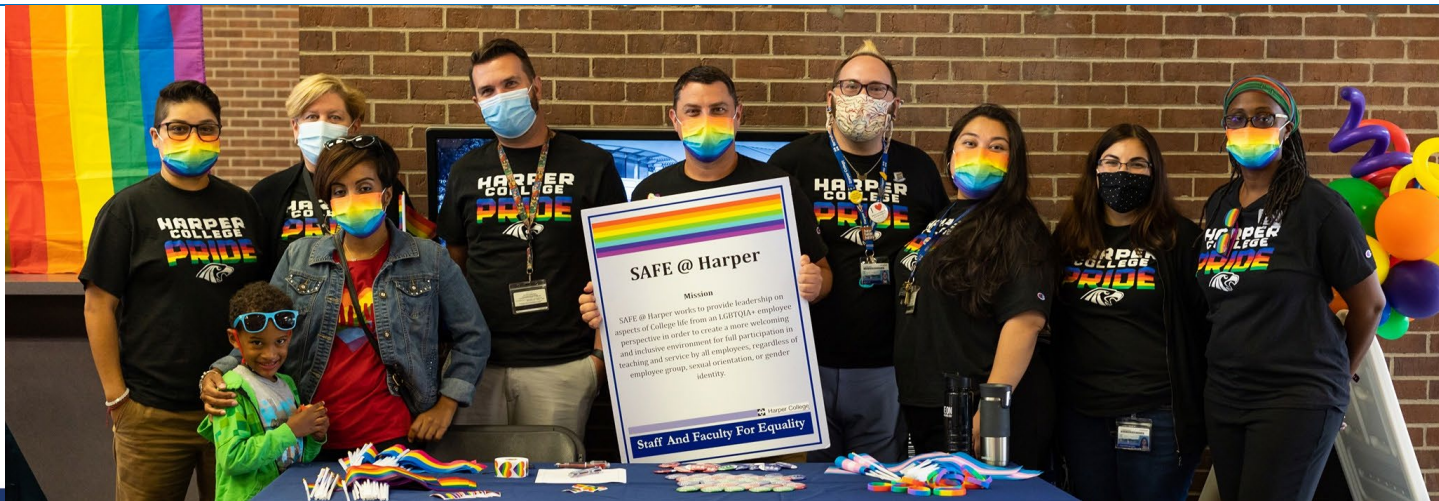
# What is an Employee Resource Group (ERG)?

- Voluntary groups of employees who are a member of a historically under-represented group
  - Help build community
  - Improve recruitment and retention of diverse employees
  - Foster an inclusive environment
- Harper's ERGs
  - Under the leadership of Dr. Tamara Johnson and the Office of Diversity, Equity, and Inclusion
  - Help educate leadership on pertinent topics

# SAFE – Staff, Administrators and Faculty for Equality

## MISSION

SAFE works to provide leadership on aspects of College life from an LGBTQIA+ employee perspective in order to create a more welcoming and inclusive environment for full participation in teaching and service by all employees, regardless of employee group, sexual orientation, or gender identity.



# SAFE – Staff, Administrators and Faculty for Equality



## Annual Goals

- Increase awareness and membership of SAFE ERG
- Foster partnership with the Kenneth Young Center
- Offer at least one group outing opportunity for members and allies.

## Recent Accomplishments

- Instrumental in implementing the Chosen Name Project
- Professional Development Day presentation on Personal Pronoun Usage
- Partnered with Pride student club and Student Engagement to host PrideFest
- Presented at virtual LGBTQIA+ Summit

# LAND – Learning about Abilities, not Disabilities



## MISSION

LAND serves as a support network for employees who have disabilities or use accommodations for access and provides campus awareness about the challenges and opportunities that employees with disabilities encounter on campus.

## HISTORY

- Established in 2014 by well-known disability leaders on campus.
- Often reached out for resources and accessibility solutions.
- Created an affinity group where staff and faculty can talk about their disability experiences by building a more inclusive environment on campus



# LAND – Learning about Abilities, not Disabilities



## Annual Goals

- Recruit new members to join LAND ERG
- Conduct and sponsor campus disability awareness events.
- Offer a space for members to share resources/have materials made.

## Recent Accomplishments

- Supported various disability-related activities
- Shared perspective for what access accommodations might be (ex: active shooter training/other drills-needing electronic bulletin boards)
- Have had an impact on Infrastructure (access in new/renovated buildings).
- Held several training sessions and book discussion on perspectives of disabilities with other ERG groups and interested employees.



## Diverse Relationships Engaged in Affirming Multiculturalism

**Our Mission:** DREAM serves to enhance the quality of life and campus climate by promoting participation and inclusion of all employees of color in the workforce at Harper College.

❖ DREAM was established in April 2009.



# Diverse Relationships Engaged in Affirming Multiculturalism

## OUR GOALS:

- Seek to advance the recruitment initiatives of the college to diversify the faculty by providing recommendations to HR and advocating for diverse representation on search committees.
- Promote the retention efforts of diverse employees by providing professional development, mentoring and leadership opportunities.
- Foster a sense of community pride and unity of diverse employees of color on campus by holding monthly membership meetings and networking opportunities.
- Serve as a campus resource to increase awareness of diverse employee perspectives and promote greater involvement in college affairs.

## RECENT ACCOMPLISHMENTS:

- June 2020 - DREAM is recognized by *INSIGHT Into Diversity* as one of the First Annual Inspiring Affinity Group Award winners.
- April 2021 - 10<sup>th</sup> / 11<sup>th</sup> DREAM Mentoring Celebration – 54 pairs of mentor/mentee's have participated!



# Questions?