



Employee Resource Groups

"Fulfilling Your Interests While Being Impactful"

What are Employee Resource Groups (ERGs)?

Employee Resource Groups (ERGs) are volunteer, employee-managed groups that promote an area of interest with the overarching goal to add value to organizational initiatives and MetroHealth's mission and vision. An Employee Resource Group can be further defined as a group of employees who come together around common interests, issues, and backgrounds that exist to provide organizational support, networking, and professional development opportunities for its members. ERGs typically address a dimension of diversity but they are open to all MetroHealth employees.

What Employee Resource Groups are not?

Employee Resource Groups are not social clubs or groups; there is a clear benefit for the employee, the organization, and the community served to have groups that are invested in contributing to the overall mission and work of the organization. ERGs can help "lead the way" to a healthier, more engaged system that then promotes a healthier community. There is a return on investment for the individual, the group, the organization, the patient population we serve, and the overall community.

What is the purpose of an Employee Resource Group?

ERGs are a great platform for both engaging and growing employees, as well as improving outcomes for the organization and most importantly, for the patient populations that we serve. The purpose of each individual ERG typically has a dimension of diversity that can support the overall work of The MetroHealth System. Employees who participate in ERGs get unique networking and learning opportunities, and are positioned as key contributors to the organization.

Why does MetroHealth allow Employee Resource Groups?

MetroHealth is interested in leveraging the experiences, skills, and backgrounds that employees bring to work every day in order to create an engaged and motivated workforce that contributes to the success of the organization and connects us to the communities we serve. Furthermore, we recognize that ERGs engage and develop participants, and are a source for recruitment, retention, and talent development. ERG members are also a great source for community insights and outreach.