



THE CITY OF MEMPHIS EMPLOYEE RESOURCE GROUPS DEFINED

The City of Memphis recognizes and supports the formation of **Volunteer** Employee Resource Groups as: A **VOLUNTEER program** funded by the City of Memphis to allow employees of similar interest & passion to drive cultural awareness. The goal is to engage and attract a diverse workforce and foster an inclusive workplace environment. City of Memphis Employee Resource Groups provide education, community service, volunteer opportunities and networking opportunities. All employees are welcome to join all Employee Resource Groups.

INAUGURAL EMPLOYEE RESOURCE GROUPS

Disability Awareness

- Training and efforts to increase representation at COM and advise on inclusion through employment
- Signature event-This Ability Conference

LGBTQ

- Enhancing recruitment, retention, development and advancement practices for LGBT employees
- Facilitating internal dialogues and communications to ensure employees are aligned with COM inclusive policies.
- Participation in Tri-State Black Pride and Mid-South Pride

Women's Circle

- Mentoring, networking, training programming that conducts dialogue regarding women focused issues
- Signature event-Bring Your Child to Work & Women's History Month

Veterans

- Increase morale and retention by engaging Veteran employees and providing support, networking and career development opportunities
- Provide camaraderie by offering Veterans opportunities to network with each other
- Participation in Veterans Day Parade and Blanket Drive

DIVERSITY • COMMUNITY • RESPECT • INCLUSION