



ERC General Member Role Description

General Employee Resource Council (ERC) members are part of the voluntary, employee-led diversity and inclusion ERC formally supported by the organization. ERC members are typically organized based on common identities, interests, or backgrounds. The goal is to support employees by providing opportunities to network and create a more inclusive workplace. It is important to know that even though you may not personally identify as a member of one the ERC communities, do not let that hinder you from joining an ERC.

General ERC members will have the opportunity to:

- Represent the organization at community events.
 - From marching at a Pride parade under the company's logo, to volunteering at a cultural festival, ERC members may represent BAYADA in the community to build good will and rapport for the organization.
- Participate in listening, learning, and sharing sessions.
 - Act as a sounding board around strategic diversity, equity, and inclusion objectives within the organization.
 - Contribute to ERC and DEI office initiatives by openly discussing any recommendations, suggestions, and ideas.
- Assist with diverse recruiting and retention initiatives.
 - Use personal perspectives to develop effective ways to recruit new talent from within personal networks.
 - Attend recruiting fairs to help educate prospective candidates about BAYADA's commitment to diversity, equity, and inclusion.
 - Serve as a positive role model for the ERC within BAYADA.
- Increase cultural competence
 - Participate in informal talks, panel discussions, Q&As, ask me anything (AMA) sessions, focus groups, lunch & learns, or cultural celebrations at work to increase the organization's cultural competence.
 - Share social media posts related to DEI, ERCs, and observances.
- Accelerate network connections.
 - Serve as a resource for diverse new hires by connecting them with social opportunities, local recommendations, and acting as informal mentors with unique insights into the needs of new employees with a shared background.
 - Participate in ERC-related social activities outside of regular meetings.
- Support each other.
 - Partner together to hold panels, conduct crossover events, and share best practices.
 - Work together to hold regularly scheduled welcome events to reach out to new talent.
 - Attend all scheduled meetings, and if unable to attend, giving timely notice to the ERC secretary.
 - Build an environment of inclusion for all members, allies, and BAYADA employees.

This role will give ERC general members the chance to explore and develop some of the following leadership competencies:

1. Interpersonal savvy
2. Self-development
3. Effectively communications

Please Note: General membership participation is optional and voluntary. Participation in ERC meetings, events and activities are unpaid opportunities that should not conflict with your primary job duties nor take place in a care setting.