



ERC Core Member Role Description

ERC core members bring together employees who identify as or support the community as allies. ERCs help BAYADA employees, including remote workers, feel connected through a common cause or interest which makes the work environment better for everyone.

Key Duties and Responsibilities

Core members must ensure that the following responsibilities are completed (personally or delegates tasks):

- Attend all planned meetings.
- Actively participate in ERC-related activities outside of regular meetings.
- Be familiar with current diversity, equity, and inclusion practices through all available resources.
- Providing suggestions, ideas, and feedback on diversity, equity, and conclusion initiatives.
- Serve as a positive role model for the ERC within BAYADA.
- Attend monthly meetings to brainstorm business challenges, share feedback, and provide recruiting updates.
- Commit to two hours of sub-committee work and/or supporting ERC strategic initiatives.
- Commit to additional time to help design recruiting and sourcing processes to better reflect candidate diversity.
- Promote BAYADA and ERCs at networking and recruiting events.
- Share social media posts related to DEI, ERCs, and observances.
- Meet with other BAYADA employees to discuss and share experiences, resources, and feedback.
- Assist in facilitating training, as identified. *(Must have approved DEI certification)*

Commitment: two years | 6.5 hours per month

Working together as a team and with colleagues from different departments and various roles can help provide employees with new perspectives and insights to boost their career and personal growth. This role will give ERC core members the chance to explore and develop some of the following leadership competencies:

1. Driving engagement
2. Managing ambiguity
3. Cultivating innovation
4. Developing interpersonal savvy
5. Enhancing self-development

Please Note: Participation in ERC meetings, events and activities are paid opportunities for ERC core members. DEI and ERC-related tasks should not conflict with your primary job duties nor take place in a care setting.