

Employee Resource Groups Frequently Asked Questions (FAQs)

What is an employee resource group?

Employee resource groups (ERGs) are employee led groups with members who are drawn together by a common interest and work towards advancing relevancy, diversity, and inclusion throughout the organization. ERGs have charters with specific goals and objectives the group aims to reach.

What are the benefits of employee resource groups?

ERGs connect employees across the service who share a common interest, increase retention by developing community and providing networking opportunities, provide professional development opportunities for employees who seek to improve their skills, and advance the NPS mission by allowing employees to take initiative in creating solutions.

What are the goals and objectives of employee resource groups?

ERGs work to provide tools and resources for employees across the service to advance outreach and recruitment efforts, employee engagement and inclusion, interpretation and education. ERGs also provide guidance and recommendations to NPS leaders.

Who can be a member of an employee resource group?

ERGs are completely voluntary and open to all employees. Employees who wish to participate in an ERG can identify this on their Individual Development Plan (IDP) and discuss this with their supervisor. Each ERG will have elected leaders and report to a senior-level leader in the organization. ERGs should strive to find representation from each region and discipline.

What can't employee resource groups do?

ERGs cannot form for the purpose of opposing other groups, supporting political parties, or engaging in collective bargaining activities. All goals, objectives, and activities must comply with existing NPS policies and regulations.

How will we measure success with ERGs?

ERGs will hold quarterly meetings with their senior-level sponsor to update on progress. Each ERG will provide a yearly presentation to the National Leadership Council with their accomplishments.

How can I start an Employee Resource Group?

Please start by reviewing "Expectations for Employees."