Employee Resource Groups (ERGs)

ERGs are a way for KMHS staff to come together through specific demographic groups. These ERGs provide a safe and supportive environment where staff can speak honestly about their experiences as members of a particular demographic group, “shelter from the storm” of their daily routines and schedules, and look for ways to better support and care for themselves, their peers, and clients.

Come find a group that works for you!

**LGBTQ+ ERG**

The LGBTQ+ ERG provides a collaborative space to foster an LGBTQ+ affirming environment within KMHS! We use our lived and clinical experience as members of the LGBTQ+ community to assist on various agency projects and efforts, and consult on internal processes that could use an LGBTQ+ perspective.

**Time & Date**: 1-2 pm on the 2nd Friday of every month

**Location**: Haselwood Room, Building C, Almira Main Campus; [Zoom option](https://kmhs-org.zoom.us/j/9971082189?pwd=THNJd1BnSVl3ekdHRmNUYVVuSktMdz09) available

Meeting ID: 997 108 2189; Passcode: jedinaruto

**Contact**: [elizabethh@kmhs.org](mailto:elizabethh@kmhs.org); [terranf@kmhg.org](mailto:terranf@kmhg.org)

**Women’s ERG**

The Women's ERG is committed to creating an inclusive and supportive workplace where women thrive, grow, and contribute their full potential. Our mission is to champion the interests, concerns, and aspirations of women within KMHS while fostering an environment that values diversity, equity, and inclusion. Topics will vary each month and as always feedback and suggestions are encouraged.

**Time & Day:** 8 - 9 am on the 3rd Monday of each month

**Location:** Room 408, Building C, Almira Campus; [Zoom option](https://us06web.zoom.us/j/2726658703?pwd=WjZxTlNOaUdXK1doZnFLSWZ2MExhUT09) available if needed

Meeting ID: 272 665 8703; Passcode: PWmeeting

**Contact:** [paulaw@kmhs.org](mailto:paulaw@kmhs.org)

**BIPOC ERG**

The BIPOC ERG continues to foster growth, change, and a system of equity and inclusion that supports our diverse community within KMHS and throughout Kitsap County. We have a rotating facilitator that gives all members of the ERG the opportunity to present the topics and discussions that are important to them. In addition, we have a calendar of topics for each month that helps to promote cultural competency and humility within our group. We are a judgement free zone that offers support, education and resources.

**Time & Day:** 10 am on the 2nd Monday of the month

**Location:** Room 408 of Building C on the Almira campus, or join via zoom

**Contact:** [shayp@kmhs.org](mailto:shayp@kmhs.org)

**Men’s ERG**

In the Men’s ERG we work to unpack our past histories of inequalities and our role in sexism, racism, and many other cultural “isms.” We view videos and read books discussing how the ideas reflected in them relate to our own lives and contexts. We discuss topic such as:

* Who we are and where we fit into our world as counselors, peers, and human beings in the community
* how being a man in our culture can change how we conceptualize and talk about trauma in our own lives
* how our privilege is perceived from both an internal and external context, and how we individually address privilege in our lives

**Time & Day:** 9-10 am on the 3rd Friday of every month

**Location:** [Zoom Meeting](https://kmhs-org.zoom.us/j/98453565733)

**Contact:** matthewd@kmhs.org

**Employees Developing Disability Awareness (EDDA) ERG**

The Employees Developing Disability Awareness (EDDA) ERG educates KMHS personnel on the plethora of disabilities that people in society experience and how these disabilities impact people’s day-to-day lives. You do not need to be a person who lives with a disability to attend EDDA Meetings. Everyone who is interested in learning more about supporting people living with disabilities, improving their communication skills with this vast population, and understanding what types of support services our community offers to people with disabilities are welcome to attend. We offer a safe space to share personal experiences, ask questions, discuss concerns, learn and practice person-first language, and encourage one another to become aware of the privileges that able-bodied people, often unknowingly, take for granted. Group members share a passion for recognizing barriers to services that our clients and colleagues with disabilities may face and advocate for sustainable change.

**Time & Day:** 3:30-4:30 pm on the 3rd Thursday of each month

**Location:** [Zoom Meeting](https://kmhs-org.zoom.us/j/89033647465?pwd=BsbKsljysK6FEMU4rUdQ69cLDi6vEw.1)

Meeting ID: 890 3364 7465; Passcode: 184956

**Contact:** [michellede@kmhs.org](mailto:michellede@kmhs.org)