

# TAKE-5 FOR INCLUSION & DIVERSITY

## EMPLOYEE RESOURCE GROUPS (ERGS) (BY LIZA CARTER, COHORT 7 PEER PROGRAM)

### INTRODUCTION:

#### Scenario 1

*Phil and Bob were eating lunch when Linda sat down to join them. Linda shared with Phil and Bob that she is applying for a foreman position that became available in their department. Bob wanted to apply but he doesn't have a resume and Phil doesn't know how to write a resume. Linda explained that she didn't have a resume either until she attended an after work resume-writing workshop sponsored by an Employee Resource Group (ERG). She found out about the event from the division Inclusion & Diversity (I&D) Champion and she decided to attend. While there, she learned that the ERG hosts several activities throughout the year such as leadership workshops, social get-togethers, and community services, so made the decision to join the group.*

**Do you know what an Employee Resource Group (ERG) is? Can you name one? Are you a member of one or more ERGs?**

ERGs are a key part of HII's diversity and inclusion strategy and framework. ERGs provides a platform for people of similar backgrounds or interests, to share ideas, help accomplish business goals, help employees connect with others, and promote engagement.



Here is the list of ERGs available to all shipbuilders at no cost:

- African American Shipbuilders Association (AASA)
- Asian Shipbuilders Including All Nationalities (ASIAN)
- Hispanic Outreach and Leadership Alliance (HOLA)
- Learning, Expanding, Achieving Results, Networking (LEARN)
- Shipbuilders of Huntington Ingalls Professionals Network (SHIPS)
- Shipbuilders Together Realizing Inclusion, Diversity, and Equality (STRIDE)
- Veterans Employee Resource Group (VERG)
- Women in Shipbuilding Enterprise (WiSE)
- Generational Integration Focus Team (GIFT)
- Wellness Newport News Shipbuilding (WellNNS)

### THINGS TO REMEMBER, ERGS:

- Are led by shipbuilders and sponsored by executive leaders
- Provide personal and professional development opportunities
- Offer leadership and mentoring opportunities
- Help connect shipbuilders with the community through volunteerism
- All ERGs and their events are open to all employees

### RECAP:

ERGs are an important part of HII's diversity and inclusion strategy and structure; designed around common communities of interests in support of business objectives. Shipbuilders are encouraged to join more than one ERG. To become a member or for more information, please visit the ERG SharePoint site.