

# EMPLOYEE RESOURCE GROUPS @ PORTSMOUTH NAVAL SHIPYARD

## What are they?

Employee Resource Groups (ERGs) are employee led, shipyard sponsored groups that focus on removing barriers for current and future shipyard employees. ERGs use methods such as outreach events, training, employee development opportunities, and management involvement to accomplish this task. ERGs are completely voluntary and open to all shipyard employees, active duty military, and tenant commands. ERGs have proven to help with employee engagement, developing future leaders, and creating a more diverse, inclusive workplace that aligns with mission goals.



## Women's Resource Network (WRN)

The WRN cultivates an environment that values women in the workforce, fosters innovation and provides employees opportunities to develop and grow both personally and professionally. "Networking is an essential part to achieving the mission"

Email: [Port\\_PTNH\\_WRN.fct@navy.mil](mailto:Port_PTNH_WRN.fct@navy.mil)

## Deaf Affinity Group

The Deaf Affinity Group promotes the inclusion of Deaf and Hard of Hearing (HOH) employees in the workplace. We focus on education and the promotion of safety in the workplace for all employees.



Email: [Deaf\\_Affinity.fct@navy.mil](mailto:Deaf_Affinity.fct@navy.mil)



## Working Parents ERG

The Working Parents Group is committed to helping remove barriers that impede the work-life balance of working families. We offer employees access to information and resources to support work-life balance.

Email: [WorkingParents.fct@navy.mil](mailto:WorkingParents.fct@navy.mil)

## LGBTQ+ ERG (PRIDE)

People Respecting Individuality, Diversity, and Equality (PRIDE) acts as a safe place and resource network for LGBTQ+ employees. PRIDE promotes a culture of diversity and inclusion through continual learning.

Email: [PNS\\_PRIDE\\_ERG.fct@navy.mil](mailto:PNS_PRIDE_ERG.fct@navy.mil)



"Diverse Minds Create the Best Solutions"

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The **Disability Alliance**, is composed of two sub-groups that share very common goals and objectives to foster work/life balance and promote improved communications between employees and supervision.

### Caregivers Resource Group (CRG)

The CRG supports individuals who are primary caregivers for a loved one with a disability (parent, spouse or partner, child of any age, etc.) and help to mitigate the pressures and challenges of caregiving.

### Employees with a Disability Resource Group (EDRG)

The EDRG promotes advocacy for fellow employees with a disability. The EDRG is working to create a work environment that empowers all employees with the educational resources and empathy.

Email: [PORT\\_Disability.fct@navy.mil](mailto:PORT_Disability.fct@navy.mil)



### Veterans Employee Resource Group (VERG)

The VERG assists veterans in obtaining the support and resources needed in order for them to be valuable and successful shipyard employees. Our Shipyard invests in and supports veteran employees.

Email: [PNS\\_Veterans\\_ERG.fct@navy.mil](mailto:PNS_Veterans_ERG.fct@navy.mil)



### Multicultural Organization Supporting An Inclusive Culture (MOSAIC)

MOSAIC is committed to promoting awareness, acceptance, understanding, and promoting knowledge-sharing for the benefit of multi-cultural diversity, inclusion, and belonging at our Shipyard.

Email: [MosaicERG.fct@navy.mil](mailto:MosaicERG.fct@navy.mil)



For more information about any of our ERGs, please contact [PNS\\_Diversity.fct@navy.mil](mailto:PNS_Diversity.fct@navy.mil).

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