



Active BRGs

- Disability Inclusion Network (DIN)
- Latino Leadership Network (LLN)
- Rainbow Alliance & Inclusion Network (RAIN)
- Veterans Employee Resource Group (VERG)
- Washington Immigrant Network (WIN)

OFM 3/5/2019

### Current Business Resource Group Information

 <b>Prioritization</b>	 <b>Participation</b>	 <b>Purpose</b>
<p>Employee participation in BRGs is work-related and a leadership priority. As such, participating employees should not be asked to take vacation time, sick leave, personal holidays, or other leave time to attend meetings or events of this group.</p>	<p>Participation in BRGs is open to all current employees of Washington State whether they identify as a member of the targeted community or as an ally, and all interested employees are encouraged to attend monthly meetings.</p>	<p>Each BRG has a different, specific purpose and goal, but broadly they are meant to increase employee engagement, to amplify employee voice, and to provide an opportunity for best practices related to the inclusion of minority populations to be shared.</p>

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### BRG Creation Process

The process for creating a BRG:

1. Seek out and recruit an Executive Sponsor, if one has not already been determined.
2. Identify who will be a part of the initial planning committee.
3. Work with State HR to develop a BRG proposal for initial approval.
4. After the approval of the proposal, begin a formal application process. This includes:
  - Building a charter and by-laws.
  - Developing a mission statement tied to a business objective.
  - Developing an action plan or timeline for BRG roll-out.
  - Creating an initial leadership team.
5. Submit the group's formal application materials to State HR.
6. State HR's response will include next steps, or requests for more information before moving forward.
7. State HR will assist the newly formed BRG to launch the official group. This will include:
  - An assigned strategist to assist the BRG with policy, process, and leadership support.
  - Finalization of group charter and by-laws.
  - Coordination of enterprise-wide communication.
  - Help with the initial nomination and voting process.

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**FOR MORE  
INFORMATION:**

Cassie Bordelon  
Workforce Strategies  
(360) 480-1799  
Cassie.Bordelon@ofm.wa.gov

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