

# Recommendation Submission

CPC -This response is in reference to recommendation # \_\_\_\_24-5\_\_\_\_

CPC -Area Command \_\_\_\_NE\_\_\_\_

CPC -Referenced CASA area (A,B,C,D,E): \_\_\_\_C\_\_\_\_

APD -Responsible SME: \_\_\_\_\_

APD -Date received \_\_\_\_5/23/24\_\_\_\_

**RECOMMENDATION** (One (1) recommendation per submission.  
Recommendation/Reasoning must be 500 words or less for submission):

**Title of Recommendation:** Creation of APD Employee Resource Groups (ERGs)

**Recommendation:** The NE CPC would like to recommend the creation of Employee Resource Groups (ERGs). These would be led and participated by employees of varying demographics, who share a characteristic, whether it's gender, ethnicity, religious affiliation, lifestyle, or interest. More strategically these groups would initially focus on demographics which are low along varying rank levels (i.e. women, African Americans, Native Americans, LGBT, etc). These groups would exist to provide support and help in personal or career development and to create a safe space where employees can bring their whole selves to the table. Allies may also be invited to join the ERG to support their colleagues. Participants would join voluntarily, where the ERG's would be employee-led groups whose aim is to foster a diverse, inclusive workplace aligned with the organizations they serve.

**Justification for Recommendation:** The ERG's would supplement the current Peer Resources offered by APD, however these groups would foster improved peer support within specific demographics. The ERGs will also enable improved understanding of the challenges facing these groups, and support more strategic recruiting, and promotion along the varying ranks. Today, according to TopMBA, ERGs are found in 90% of Fortune 500 companies. Unsurprisingly, many Great Place to Work Certified TM companies, including Ernst & Young LLP, KPMG LLP, Zillow, and AT&T, as well as Government Entities, including Sandia National Laboratories, Los Alamos National Laboratories, have ERGs which has helped grow workforce minority group population levels significantly. ERGs build high-trust relationships that can help APD flourish and expand its ability to connect better with the diverse Albuquerque community that it serves. The ERG groups will foster a sense of belonging and inspire conversation, bring new ways to look at issues and drive effectiveness in law enforcement.

Strategically, the ERGs will be tasked with accomplishing the following initial goals:

1. Improving work conditions for APD historically underserved demographic APD personnel along all ranks. ERGs help marginalized groups and remote workers feel connected through a common cause or interest.
2. Making the physical work environment better for everyone. For example, creating nursing/lactation rooms for new mothers, gender-specific neutral restrooms and improving physical or visual accessibility

for employees.

3. Bringing employees together in a safe place where conversations can flow freely and everyone can feel comfortable sharing their experiences.

4. Identifying and developing leaders in the making. ERG leaders can help identify emerging talent that might otherwise go overlooked due to unconscious bias. Participants can find new opportunities to connect with mentors and supportive colleagues across business units. This could also include demographic-specific recognition event celebrations.

5. Tackling company-wide challenges. ERGs designed to address a specific topic or issue can help keep leaders in the know about issues or wins that are top of mind for the group members.

6. Lowering the chance of suppressed frustrations. ERGs can help surface an issue that might be too risky for an individual to share alone. This can help address problems quickly and alleviate toxic environments.

Effective APD ERGs will be both top-down and bottom-up. First, the executive management team within APD will need to fully support, endorse (and possibly provide programmatic funds) for any ERG. One ERG best practice will be to ensure that each ERG has a senior leader as their executive sponsor and full participant. High performing and effective ERGs traditionally can have up to 2-3 executives that support them to reach their mission and goals. After the respective ERGs receive executive sponsorship, invitations will need to be distributed to all employees to participate in ERGs, either as a member of the specific group or as an ally.