
Affinity Spaces at ERS

Affinity groups at ERS create an important space for team members to build a sense of belonging, support colleagues with shared identities, and engage leadership in discussions about important issues.

ERS supports affinity spaces in a variety of different ways:

- Encouraging affinity group formation and membership
- Ensuring affinity groups have space to share their learnings, lived experiences, and priorities with the team
- Providing each affinity group with a budget of \$500 per year to be used in any way they prioritize
- Discussions with leadership about important issues

Current Affinity Groups

Below is a list of current affinity groups at ERS. Of course, we are open to the development of other needed and desired spaces.

AANHPI Learning

An affinity group for team members who identify as Asian-American, Native Hawaiian, and/or Pacific Islander.

Black Caucus

An affinity group for team members who identify as Black.

Brain Mavericks

An affinity group for individuals who identify as neurodivergent. This includes individuals with ADHD, autism, dyslexia, learning differences, and/or a differently wired brain. HSP (highly sensitive people) are also welcome.

Int(ERS)nationals

A community for individuals to share experiences, addressing common challenges related to working abroad, and promoting cross-cultural understanding within ERS.

Latinx Community

An affinity group for team members who identify as Hispanic, Latino, Latina, Latinx, Latine, Chicano, Chicana, and/or or Chicanx.

Power Queeries

An affinity group for team members who identify as members of the LGBTQ+ community.

Parenting Group

An affinity group for current parents, soon to be parents, or those interested in discussing parenting and family. Family is broadly defined!