

Riverside Community Care

Leading the Way in Behavioral Healthcare & Human Services

Employee Resource Groups at Riverside

Employee Resource Groups (ERGs) are voluntary, employee-run groups commonly formed around a shared characteristic or experience, such as gender identity, sexuality, race, ethnicity, or specific disabilities. ERGs foster community for potentially marginalized populations, provide opportunities for personal and professional growth, and increase a company's cultural competence.

Riverside ERGs are open to any Riverside employee up to the Director level, and all groups also welcome allies who are interested in supporting the focus of the ERG.

Our ERGs sponsor many events throughout the year that anyone at Riverside is welcome to attend.

Power of Lived Experience (POLE) – The Power of Lived Experience is an ERG unique to Riverside. We are intentionally raising awareness of our shared experiences of any Riverside employee with lived experience in mental health and/or substance use challenges. We strive to create a culture of inclusion and curiosity and to eliminate the stigma and myths associated with being a professional with lived experience. POLE meets virtually the last Thursday of the month from 3-4 PM. Contact POLE@Riversidecc.org for additional information.

LGBTQ+Crew (TLC) – The purpose of the LGBTQ+ Crew is to increase support for LGBTQ+ Riverside staff. We will do this through advocacy, consciousness-raising, mutual support, community building, and challenging all forms of oppression, including but not limited to homophobia, transphobia, etc. TLC serves as a forum for employees at Riverside to discuss various topics, collaborate with others, and celebrate, uplift, and highlight the voices of the LGBTQ+ communities. Interested staff are encouraged to “join when you can” virtually on the second Friday of each month at 10-11 AM. Email TLC@riversidecc.org for more information.

Black, Indigenous, People of Color (BIPOC) – The purpose of the Black, Indigenous, People of Color ERG is to enable, empower, and support employees by establishing a space to feel safe and be heard. This ERG will also strive to raise awareness related to any forms of discrimination and biases in the workplace, such as language barriers, skin color, racism, national origin, cultural identity, and immigration status. BIPOC ERG's foundation is based on the phrase “Diversity is Humanity.” The BIPOC ERG meets virtually on the third Wednesday of the month at 10-11AM. Email BIPOC@riversidecc.org for more information.

TrueAbility (TA) – The purpose of TrueAbility is to increase Riverside's ability to promote an inclusive and equitable culture that fosters awareness, understanding, and support for people with disabilities, as well as their caregivers, allies, and family members, so people of all abilities can thrive. This ERG focuses on those who identify with living with a chronic or invisible disability and all other Riverside employees interested in joining. The group meets the 2nd Wednesday of the month at 1PM. Contact: trueability@riversidecc.org.