



- **Build relationships**
- **Share common interests**
- **Develop leadership skills**
- **Advance equity**
- **Find support**

All employees are entitled to 3 hours per month paid time to participate

JOIN METRO'S BIPOC ERG!

Mission: The King County Metro BIPOC ERG is a space where BIPOC employees can build a community of belonging, heal from racism, create collective power, support each other, deepen our sense of self, advance our anti-racist understanding, and personally and professionally grow. The BIPOC ERG is working to ensure that BIPOC employees can fully thrive at Metro.

Vision: All Black, Indigenous, and people of color (BIPOC) at Metro have the opportunities and resources to develop as the people we want to be and meet our full potential.

Values: Co-create, co-liberate, build power, promote healing and restoration, community, collaboration, relational culture, anti-racist understanding.

Meetings: Fourth Thursday of every month, 1:00 - 2:00 pm



King County

METRO

How to join

All Metro employees interested in participating in a Metro or King County ERG should speak with their supervisors to request approval for paid participation. ERG participation time should be recorded on timesheets using the project/task codes available for each work group.

What we're working on

- **Build community. Create a nurturing space for BIPOC staff to heal and feel belonging. Deepen relationships, trust, network, and support each other. Explore and uplift each other's intersectional identities. Build solidarity.**
- **Deepen understanding of self. Unpack internalized racial oppression and deepen understanding of racial identity. Explore the intersecting and nuanced identities that we all hold. We are not a monolith. Create groups of intersecting identities within the BIPOC ERG.**
- **Advance career and leadership opportunities. Celebrate and support the success of BIPOC employees. Create opportunities for leadership, career development, and growth for BIPOC employees.**
- **Lead change. Interrupt business as usual. Identify and implement pro-equity and anti-racist actions across Metro. Increase the visibility of issues BIPOC employees face at Metro. Determine priority issues as a group and advocate for change. Deepen understanding of systemic racism and issues affecting BIPOC employees. Find ways to center and support BIPOC majority workers.**

Group agreements

- **Stay respectful to self and each other**
- **Center our humanity and ground in love**
- **Respect group confidentiality**
- **Create a brave space of support and belonging**
- **Learn from and with each other**
- **Practice "both/and" thinking**
- **Practice shared leadership**
- **Listen for understanding**
- **Build and nurture relationships**
- **Monitor airtime: Make space, take space**
- **Be implementers of change**