



## Harris Health System *PRIDE ERG Charter*

### **PREAMBLE**

Harris Health System Diversity and Inclusion mission, vision and goals are as follows:

**Mission Statement:** We are committed to fostering an inclusive environment that supports and nurtures the talents, skills, and abilities of each individual; encourages curiosity and empathy; and ensures world-class delivery of care marked by equity and respect.

**Vision Statement:** In our pursuit to create a healthier community and be recognized as one of the Nation's premier public academic healthcare systems, we are committed to celebrating the uniqueness of all individuals through acceptance, inclusion, continued learning, and respect. Our Diversity & Inclusion initiatives will honor the contributions of every employee, patient, and community member to our shared success.

**Goal Statement:** To foster a culture of compassion, trust, integrity, equity, and respect that continues to ensure that our patients, staff, and partners feel welcomed, understood, and valued at Harris Health. Our inclusive culture is supported by an investment in continuous learning opportunities that broaden our collective understanding of the intersections between, culture, religion, language, and patient care. Moreover, Harris Health Systems is committed to leveraging industry-leading technology and analytics to ensure measurable progress in this goal.

Harris Health PRIDE will (1) Support participation in PRIDE ERG and provide our membership with access to senior leadership; (2) utilize our resources to assist in outreach to diverse organizations; (3) provide and support the professional development of PRIDE ERG members and leaders; (4) utilize Executive Sponsors as strategic advisors on opportunities for outreach, hiring, retaining and promoting a diverse workforce; and (5) support mentoring programs/ally programs/D&I programs that are sponsored by the D&I Program and/or any of our Harris Health ERG's.

### **ARTICLE I: NAME**

#### **1.1 NAME**

This organization shall be known as the Harris Health PRIDE.

### **ARTICLE II: MISSION & VISION**

#### **2.1 GENERAL MISSION**



The mission of the PRIDE ERG is to be a strategic partner with Harris Health System to promote a culture of diversity and inclusion through continual learning. The PRIDE ERG will advance employees' understanding and inclusion with a common background, set of interests, and/or goals. The vision, mission, goals, policies, and activities of PRIDE ERG are fully aligned with those of Harris Health System's mission, goals, and policies.

The PRIDE ERG will be a valuable mechanism to (1) build a culture that fosters innovation; (2) offer employees access to leadership opportunities; (3) establish programs and activities aligned with the mission of Harris Health System; (4) provide employees opportunities to develop and grow, and for managers to access innovative concepts and unique solutions to challenges faced by Harris Health System.

## 2.2 ERG FOCUSED MISSION & VISION

### **Mission**

The mission of PRIDE ERG is to champion an open, safe, inclusive work environment in which LGBTQIA+ employees and their allies can fully pursue greater understanding and acceptance in a supportive community.

### **Vision**

PRIDE ERG envisions an organizational culture that promotes unity and inclusion and is free of anti-LGBTQIA+ discrimination, prejudice, and intolerance.

## **ARTICLE III: MEMBERSHIP**

### 3.1 ELIGIBILITY

Membership in the PRIDE ERG is available to all Harris Health System employees. The ERG shall record names and locations of all members. All members are eligible to chair committees, become candidates for elected office, and vote in PRIDE ERG elections.

## **ARTICLE IV: STRUCTURE AND OPERATIONS**

### 4.1: LEADERSHIP, ROLES & RESPONSIBILITIES

The group shall have an Employee Leader. This individual shall:

1. Schedule and organize meetings.
2. Work closely with the ERG Champion.
3. Officially represent the ERG within Harris Health System/D&I.

### 4.2: TERMS OF OFFICE

There is one 3- year term with no limit on the number of terms of office an individual may hold. Each officer must rotate through at least three 1 year positions per 3 year term. The outgoing Officers shall serve in an advisory role for three months. Each ERG leader shall notify the D&I



Specialist of their intention to run for re-election at the start of their final term year or no later than 6 months prior to the expiration of their final term year.

#### 4.3: ADDITIONAL OFFICERS

The employee leader may appoint additional officers as necessary. Suggested additional leaders for leadership team:

1. Chair
2. Co-Chair
3. Business Manager
4. Ambassador (2)
5. Educator

#### 4.4: APPOINTMENT OF THE EMPLOYEE LEADERS OR NOMINATION AND ELECTION OF EMPLOYEE LEADERS

##### Section 1: APPOINTMENT OF ERG LEADERS/ELECTION OF ERG LEADERS

Leaders shall be appointed by ERG executive sponsors/champions/D&I/HR, etc., or elections shall be held. In the case of a resignation of the employee leader from office, a new leader can be appointed, or a special election meeting may be held to fill the post until the end of the current term.

##### 5.1 MEMBERSHIP MEETINGS

There shall be regular meetings of the PRIDE ERG on a date and place designated by the Employer Leader or ERG Leadership team. This meeting shall be held at a specified location and announced to the PRIDE ERG members. The PRIDE ERG shall send a notice of each regular meeting to each member.