# Equity Demystified: Dominant Social Group, Equal Employment Opportunity & Employee Resource Group

# Episode 15

# 00:00:01 **Lisa**

# Hi, this is Lisa Rodriguez, your host of the Magic Mountie bonus series, we're calling Equity Demystified. I am the Assistant Director of Professional and Organizational Development, as well as the project lead for the Title IV Grant, creating an equity-minded campus culture to improve student outcomes here at Mt. SAC.

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# 00:00:18 **Lisa**

# I will introduce three terms alphabetically in each mini-episode, to keep you equipped with an up-to-date vocabulary to better navigate the diverse intersections of our students and each other.

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# 00:00:33 **Lisa**

# Hi, this is Lisa Rodriguez, your host of the Magic Mountie bonus series, we're calling Equity Demystified. We will be sharing terms from the Equity Fluent Leaders glossary that the UC Berkeley Haas School of Business has shared as an open resource.

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# 00:00:45 **Lisa**

# Today, I'm sharing three definitions with you. They are dominant social group, EEO (equal employment opportunity), and employee resource group (ERG). Let's begin.

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# 00:00:58 **Lisa**

# Dominant social group; a social group that controls the value system and rewards people in a particular society.

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# 00:01:08 **Lisa**

# EEO; equal employment opportunity, basing terms and conditions of employment as well as management decisions on job-related factors without regard to age, color, disability, national origin, race, religion, or sex.

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# 00:01:24 **Lisa**

# Employee resource group or ERG; they are voluntary employee-led groups that foster a diverse inclusive workplace aligned with organizational mission, values, goals, business practices, and objectives. Other benefits include the development of future leaders, increased employee engagement, and expanded marketplace reach.

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# 00:01:44 **Lisa**

# Thank you for listening, and we hope you feel a little more informed and connected today.

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# 00:01:50 **Christina**

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