

## AMA Employee Resource Groups (ERGs)

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The AMA is an organization mindful of—and responsive to—the diversity of its employees, members and patient populations. Diversity, equity and inclusion are integral to the success of the AMA’s mission to improve public health, and integral to our responsibility and commitment to work every day in making these ideals concrete realities.

Employee Resource Groups (ERGs) are voluntary, self-coordinating employee-driven groups which are based on a constituency or shared interest, and provide community, support and networking opportunities. Currently, we have the following ERGs:



## Access ERG

This group, Access ERG, focuses on providing resources to the AMA's community of disabled folks, and to making allies and advocates feel welcome, too.

“Equity includes all people facing many different access barriers; that means physical, social, and mental health barriers limiting access for people with physical, injury-related, cognitive/learning, behavioral, vision, hearing, psychological and invisible disabilities.”  
—Matthew G. and Caiti M., co-chairs, Access ERG

## BEAN (Black Employees, Advocates and Allies Network)

Promoting diversity in organizational innovation and change is the mission of the AMA's Black Employees, Advocates and Allies Network (BEAN), which supports and develops Black professionals within the AMA to help increase job satisfaction, retention and recruitment.

“Diversity and inclusion embraces giving qualified individuals, who may not look exactly like the majority, the chance for advancement which helps increase job satisfaction and retention and brings new ways of thinking to the organization to foster innovation and creativity.”  
—Brande M. and Shawn A., co-chairs, BEAN

## InspirASIAN

InspirASIAN celebrates and promotes the wealth of Asian ideas and culture. We aim to foster a work environment wherein Asian colleagues are valued and recognized for their contributions to the AMA.

Diversity and inclusion introduces different perspectives to the organization. It means striving to ensure that every unique individual has a voice, and that their presence is welcomed, heard and respected. Bringing one's authentic self to the workplace is encouraged. It is imperative to feel empowered, relevant and part of a shared mission.

—Christine K. and Babbette G., co-chairs, InspirASIAN

## Pride

The Pride (LGBTQ+) group provides resources to help ensure that LGBTQ+ employees benefit from the same up-to-date education, quality care and cultural competency that the AMA has resolved to bring into the health care sector.

“Diversity, by and large, is a fish solution. Bringing different types of fish to the tank sure is diverse, but it doesn’t create better pond conditions for all the other fish. You need inclusion to hear what specific types of fish need, and then implementing those structural changes—changes to the pond itself—should be the focus of equity-based work”

—Jamie M., secretary, Pride

## Unidos@AMA

The Unidos@AMA group’s goal is to increase engagement, outreach, recruitment, retention, professional development, and advancement among Hispanic and Latinx employees.

“The diversity of our ERG is reflected in our name, Unidos. Unidos means ‘united’ and our group seeks to unite those who identify as Hispanic and Latina/o/x.”

—Daniel E., chair, Unidos ERG

## Veterans Community Resource Group

In “putting service before self,” the AMA’s Veterans Community Resource Group highlights what veterans bring to the AMA, including a dedication to teamwork, collaboration, leadership, diversity and inclusion.

“The Veterans Community Resource Group’s (VCRG) membership is drawn from the ranks of the approximately 1.3 million members of the United States military and those who have a strong affiliation with service. Members are the very essence of diversity, inclusion and selfless service.”

—Gretchen N., chair, Veterans Community Resource Group

## Women's Employee Resource Group

The AMA's Women's Employee Resource Group seeks to inspire and equip AMA women to invest in their career development and professional growth.

“An equitable workplace provides opportunities for all to contribute their insights and expertise, and lead in an authentic way.”

—Sheri S. and Betsy S., co-chairs, Women's Employee Resource Group

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