

African American

Employee Resource Group



Our mission is to create a positive and inclusive environment that supports and builds equality and equity for NJPAC's African American employees; to be an advisory group offering resources for opportunities, and an environment for cultural awareness, education, career growth and personal development for NJPAC's African American employees; to foster solidarity of the diaspora, celebrating cultural exchange and authentic expression.

Women's

Employee Resource Group



The Women's ERG will strive to raise awareness around women's issues in the workplace. We are committed to creating an environment of equality for all women at NJPAC to be heard, seen, valued and respected, while providing educational resources for personal and professional growth. We will focus our efforts on three pillars to assist, inform and voice concerns:

Workplace Issues ~ Education ~ Equality

Our goal is to provide resources through educational speaking engagements given by successful women and develop informative activities to help give confidence, strength and enrichment to the staff.

Las Jardineras

Employee Resource Group



Las Jardineras ERG is committed to dismantling the stereotypes of people identifying as LatinX and the lack of representation within the organization. To educate on the perspective that we are not a "one size fits all", to be the voice for those who are hesitant to speak up because of language barriers, intimidation, or lack of resources, and to build connections that will improve, inform and bring awareness to our Latino communities about what NJPAC has to offer.

LGBTQ+

Employee Resource Group



Our goal is to cultivate an inclusive culture here at NJPAC where all staff, guests, artists and students feel included and welcomed by implementing the A.I.R. plan.

- **Awareness**
- **Inclusion**
- **Resources**

Fostering Awareness through staff training and celebration of LGBTQ events & milestones. Cultivating an inclusive culture here at NJPAC where all staff and guests feel included and welcomed by modelling inclusive behavior and language. Providing Resources and best practices as it relates to the LGBTQ community.

Caregivers

Employee Resource Group



The mission of the Caregiver's ERG is to provide support and to promote awareness and understanding of issues faced by caregivers both at home and in the workplace.

Members of the Caregivers ERG will work together and collaborate with other ERGs to:

- Identify and address issues faced by caregivers throughout the organization
- Support one another in maintaining self-preservation
- Find fun and creative ways to pivot work-life balance while simultaneously doing our best at work and providing the best care for our loved ones
- Share resources with each other and caregivers throughout the organization
- Build a caregiving community that provides a safe space for all discussions
- Promote empathy and legacy memories

Wellness

Employee Resource Group



The mission of the Wellness ERG is to improve the health and well-being of NJPAC employees through health education and activities that support a healthy lifestyle.

Wellness ERG Activities include:

- The Zen Den, a space for rest and relaxation for all NJPAC staff.
- A Wellness ERG Google Space where members share resources, songs, articles, poems, or anything they feel may help contribute to the wellbeing of the group.
- Quarterly Self-Care Activities for Wellness ERG featuring creative activities for self-care and community-building.
- The Annual NJPAC Wellness Fair
- The Annual Schary Cole Cookoff, a healthy-food cookoff competition.
- Curating “healthy tips” for Backstage @NJPAC Newsletter
- Plus collaboration with other ERGs to add Wellness components to their activities.