Each ERG is a valuable mechanism that

► Builds a culture fostering innovation
► Offers employees access to leadership opportunities
► Establishes programs and activities aligned with the mission of KSU
► Provides employee opportunities to develop and grow, and for managers to access innovative concepts and unique solutions to challenges faced by KSU.

ERG Mission

Consistent with Kent State University’s mission, goals and vision to better our society through meaningful voice, the Employee Resource Groups (ERG) encompass a culture that values respect, kindness and purpose in all we do.

The ERG’s are strategic partners with the Division of Human Resources to promote a culture of diversity and inclusion through continual learning. Each ERG advances the understanding and inclusion of employees with a common background, set of interests and goals. The ERG’s vision, mission, goals, policies and activities are fully aligned with Kent State University’s.
International Faculty and Staff Network
Website: www.ifacultystaff.org
Email: iFacultyStaffNetwork@gmail.com

The International Faculty and Staff Network is dedicated to building a community among international faculty and staff, providing resources, and advocating for international faculty, staff and students.

Membership is open year-round and open to international faculty and staff as well as domestic faculty and staff who have an affiliation or interest in international cultures. The membership form must be completed in order to join the iFacultyStaff Network.

Kent Young Professionals (KYP)
Website: www.kentyp.com
Email: KentYP@kent.edu

Through a collaborative spirit, we will support and build this Young Professional community through opportunities for networking, service and professional development offered to employees across the University system. The Kent Young Professionals group targets any University employee who identifies as a young professional. KYP is focused on three goals:

► To provide opportunities for its members to grow professionally
► To organize service options and give its members a chance to give back to the greater community
► To serve as a base to meet other young professionals in the area.

In researching these goals KYP will leverage cross-divisional collaboration, increase university pride and engagement and build stronger relationships with the greater community.

Latino Networking Caucus (LNC)
Website: www.sfa.kent.edu/lnc

LNC is a Kent State University ERG comprised of students, faculty and staff who have an affiliation or interest in the Latino culture that serves as a common resource and collaborative advocate for the campus administration. It serves as a clearinghouse for issues, events and activities at KSU and promotes and supports Latino interest, culture and needs.
Pan African Faculty Staff Associateon (PAFSA)
Website: www.kent.edu/pafsa

The Pan-African Faculty and Staff Association is Kent State’s oldest Employee Resource Group (ERG). It was founded in 1972 by the Institute for African American Affairs (currently the Department of Pan-African Studies). PAFSA was formed to promote employment and participation in university affairs and to recognize the intellectual contributions of the Pan-African community toward the growth and success of Kent State University. The group is open to all members of the university community.

Spectrum: Connecting the LGBTQ+ and Ally Faculty and Staff
Website: www.kent.edu/diversity/spectrum
Facebook: @SpectrumKent
Email: spectrum@kent.edu

Spectrum supports and hosts local events, leads LGBTQ+ advocacy initiatives on campus, and maintains a listerv to distribute information pertinent to LGBTQ+ and Ally faculty and staff. Any open-minded individual is welcome to join Spectrum, and we want you to know that you are accepted and embraced for who you are here at Kent State University.

Diversity, Equity and Inclusion
University Library
Kent, Ohio 44244
Phone: 330-672-2442
Email: diversity@kent.edu
Website: https://www.kent.edu/diversity

Employee Engagement and Outreach
Heer Hall
635 Loop Rd
Kent, Ohio 44242
Phone: 330-672-8075
Email: engage@kent.edu
Website: www.kent.edu/hr/employee-engagement-staff-recognition

For more information visit:
www.kent.edu/hr/employee-resource-groups