

helpr

P-ERG Toolkit

How to start one at your company

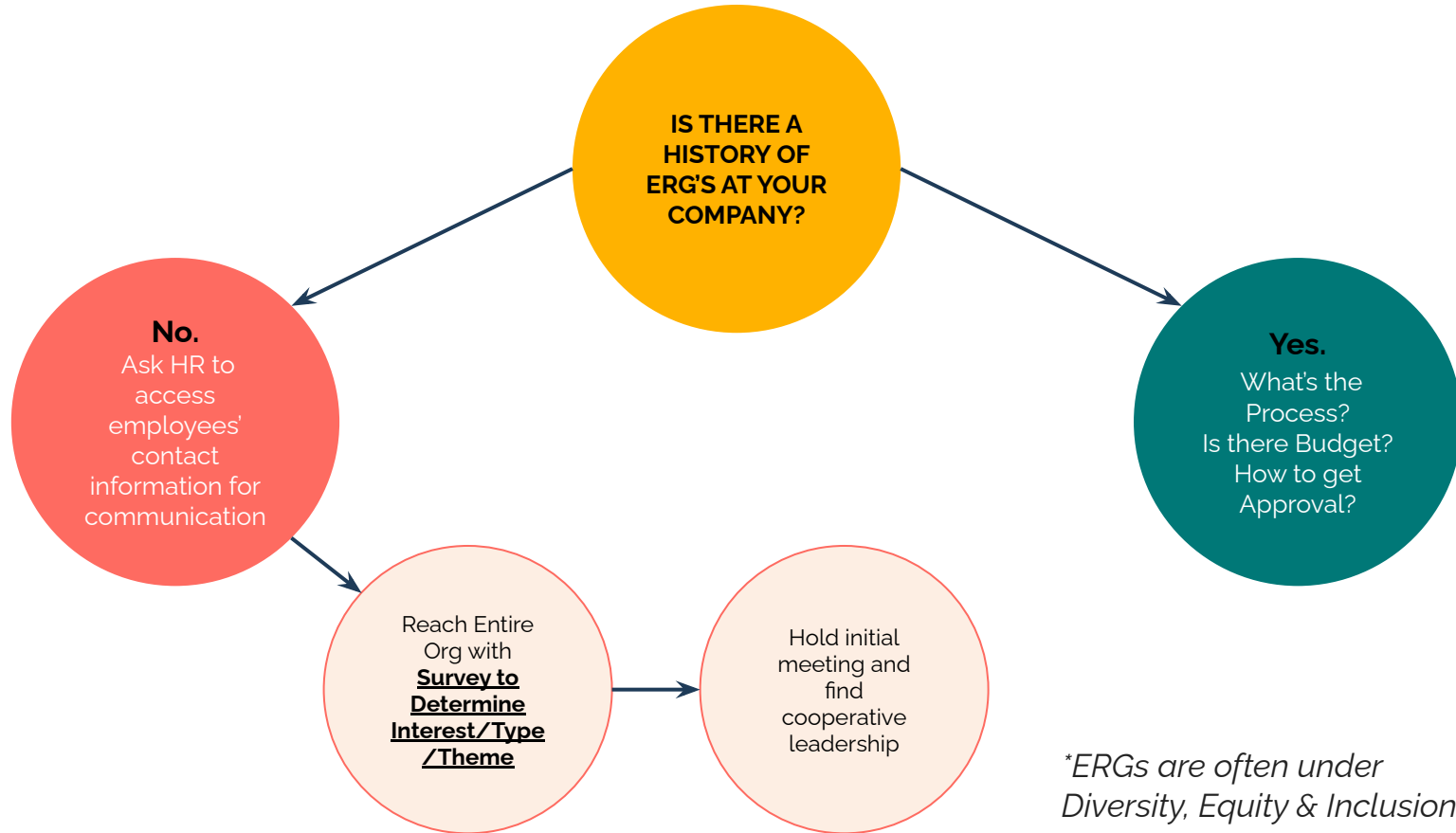
About Helpr

Helpr is a global care benefit that connects working families to caregivers. Through Helpr's app, families manage trusted backup care providers and services, while employers track and subsidize a set number of those backup caregiving hours per year.

The care infrastructure Helpr has created embodies *trust*, *simplicity*, *accessibility*, *community* and *cost savings* for families. Our platform helps companies successfully retain and attract talent all while customizing company cultures that provide ROI.



Step 1: Approach Human Resources



ERGs are often under Diversity, Equity & Inclusion initiatives

Step 2: Create a Plan

- **Decide on Collaborative Leadership**

ERG is more successful with collaborative leadership as opposed to putting it on one or two leaders - (eg. making one person responsible for agenda, another for notes, another for content, OR a cooperative communication channel). It's also a good idea to rotate leadership occasionally so no one is stuck in one role too long.

- **Choose Frequency**

How often will meetings be held? Monthly? Quarterly? How often will events take place?

- **Choose Communication Methods**

Will there be a dedicated Slack or Teams channel? Email list? Will there be discussion or facilitated groups to connect people with?

- **Set Goals**

It's important to ask leadership and participants what they hope to get from the group. Workplace initiatives? Connection with parents with similar age kids? Mentorship with parents of older kids or even professional mentorships? Sharing of resources (educational or childcare resources like nannies or pickups)? Social events?

Helpful Tips

Shared Documents

Keep a [spreadsheet](#) that's shared between the team so anyone can refer back to and have access too - sometimes to-dos can get lost in slack or other messaging so it's good to have a central spreadsheet

Don't Reinvent the Wheel

There is a wealth of events and resources out there to get your group started! [Helpr's PRG Resources and event calendar](#) is a great way to get momentum without the heavy lifting.

Large Company? No Problem.

It's helpful to have one overarching P-ERG along with smaller ones by location or department. This keeps local based initiatives together while also communicating with the company at large.

Involve Executive Leadership

Calendar Dedicated Meetings with Leadership

Setting aside dedicated time to discuss issues, benefits, events, etc. keeps leadership interested and supportive.

Share Discoveries with Leadership

Has an ERG learned something about benefits, SOP, or work environment that would be useful for leadership to know?

Share discoveries and commentaries from the team to keep the dialogue going.

Communicate with HR & Executive Leadership

A successful ERG will keep communication open with leadership.

Helpr Resources

Webinar

The Helpr logo, featuring the word "helpr" in a white, lowercase, sans-serif font, set against a red, irregular, cloud-like shape.

How to build a successful
Parent Resource Group
at your company

Hosted By:
Becka Klauber Richter
President, Helpr



Kaitlyn Camacho
Technology Compliance Manager

DHG



Matt Burke
Administrative Business Partner

stripe



Brian Fanning
Team Lead New Businesses
Clorox

✦ Watch the full recording [here](#).

Resources

- ✦ [Parental Leave + Return Support](#)
- ✦ [Creating Inclusive Company Cultures](#)
- ✦ [Empowering Caregivers in the Workforce](#)

Blogs

- ✦ [Working from Home with Kids](#)
- ✦ [Program for Returning to Work](#)
- ✦ [Self-care for Working Parents](#)

Sample Programming

Join us for resources as we go
back to work and school this fall

Family Resources
Community
Calendar of Events
August 2021

[REGISTER HERE](#)

12

..... How to Build a Successful PRG @ Your Company

Clorox | DHG | Stripe

August 12 | 12pm PT | Panel + Q&A

Core Care: Back to School Session

Open Q&A Office Hours

August 17 | 11am PT | Q&A

17

17

..... Back to School Special: Resources & Benefits to Support Caregivers with Helpr, Arrow, & Veer

August 17 | 12am PT | Workshop + Q&A

CPR & Safety: Animal Bites & Stings

Kim Murray, RN. The Disque Foundation

August 26 | 11am PT | Webinar + Q&A

26

[More information on events below](#)

Lessons Learned from other P-ERG Leaders

- ✓ Have an ERG Fair! - Tie it in with open enrollment or benefits renewal so employees know what resources/groups are available.
- ✓ Periodically connect with the entire workforce either through town-halls or in communication channels. This serves as a reminder of the value the ERGs bring the organization as a whole.
- ✓ Consider matching executive leadership/sponsorship with people that sit outside that ERGs community (e.g. non-parent on the parent ERG). This can foster deeper understanding among leadership
- ✓ Continue to work with other ERGs, most members will belong to multiple communities and intersectionality is always key to success and education.
- ✓ Ensuring the ERG is a safe space for employees to feel seen and collaborate may mean being vulnerable with your own struggles, choices, victories and will ultimately build a supportive community.

Let's chat more on how **Helpr can support your
parent/caregiver community**

hello@helpr-app.com