

City of Alexandria, Virginia
FY 2024 Proposed Operating Budget & CIP
Budget Questions & Answers

April 5, 2023

Question: What would it cost to start up employee resource groups within the City of Alexandria?

Response:

There is no cost association per se to start up an Employee Resource Group but there is a cost involved regarding time away from work for meetings and activities (e.g. Lunch & Learns) and other time spent on voluntary, employee-led groups.

The Department of Human Resources will evaluate a potential BRG (Business Resource Group) through its division of Learning and Organization Development in Q4 of FY 2024. A BRG is a voluntary, employee-led group that fosters a diverse, inclusive workplace while still maintaining alignment with an organization's goals, mission, objectives etc. The initial BRG could offer an inclusive, structured forum for employees to discuss issues of representation and equity, as well as ongoing City initiatives. As the group is established and expands, additional BRGs could be established under the COACC umbrella for specific employee groups (e.g. race, LGBTQ+, veterans, etc).