



MnDOT ERG Rotation Program

A career advancement and
leadership development goal of
MnDOT's Diversity & Inclusion
Unified Work Plan.



Goals



Provide Opportunity to ERG members and allies to:

- Gain professional experience(s)
- Develop competencies
- Develop leadership skills
- Be prepared for greater responsibility at MnDOT



○ **IS NOT** a means for
promotions

- **Provides** leadership and professional development opportunities
- **Provides** occupation enhancement and skill development



Application Process & Guidelines



[Access the ERG Program Guidelines & Application Forms](http://www.dot.state.mn.us/diversity-inclusion/erg-rotation.html)
(<http://www.dot.state.mn.us/diversity-inclusion/erg-rotation.html>)

ERG Rotation Qualifications

- Be a member of an ERG or an ERG Ally
- Have taken the Intercultural Development Inventory (IDI)
- Have passed probationary period
- Be enrolled or have completed the Leadership Development Program





Skills Match

- Career level
- Years with MnDOT
- Certification levels, responsibilities, or titles which define job levels
- Home supervisor's recommendations
- Thoroughness of ERG Rotation application



- Be open and honest about goals, expectations, challenges, and concerns
- Actively listen and ask questions
- Seek advice, opinion, feedback, and direction from host supervisor while
- Be open to feedback and ask for it
- Stay accessible, committed, and engaged during the length of the program

ERG Rotation Participant



Host Division/Supervisor



- Explain how your MnDOT agency division is structured
- Supervise and foster a diverse, inclusive and respectful work environment for employees
- Have clear goals, expectations for the rotation participant
- Be forthcoming with regards to division challenges and concerns with the rotation position
- Solicit questions, input and recommendations from the participant
- Stay accessible, committed, and engaged during the length of the ERG Rotation program with participant



Benefits

- **Exposes** employees to a **wider range** of operations and is **flexible**.
- Helps employees **explore their interests**.
- **Identifies Knowledge**, Skills and Abilities.
- **Motivates employees and supervisors** in meeting challenges with innovated and diverse approaches.
- **Exposes employees to different tasks** and functions, increasing their satisfaction level.
- Gives a diverse group of employees the **opportunity to develop** their skills and leadership.
- **Meets MnDOT's core value** of diversity & inclusion and hold true to **MnDOT's Unified D&I Plan**.



Evaluations

- Monthly Check-In
- Held in confidence
- Final Evaluations
- Evaluations are used for professional coaching, guidance and ERG Rotation performance review



For more information contact:

Verona Mitchell

InReach Coordinator

Office of Equity & Diversity

Phone: 651.366.4721

Email: verona.mitchell@state.mn.us



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