

AFFINITY GROUP WELCOME PACKET



This welcome packet describes Affinity Groups and how THPRD staff can create, join, and sustain a THPRD Affinity Group.



What are Affinity Groups?

Affinity Groups are employee-initiated and led groups that meet regularly and aim to offer safe spaces for staff to share experiences and find mutual support. These groups are intended to be organized around protected status described in non-discrimination laws, such as race, disability, ethnicity, gender, or sexual orientation. THPRD will also consider Affinity Groups that are organized around additional historical barriers to equitable and inclusive workplaces.



Who joins an Affinity

These groups are available to any THPRD employee who identifies as a member of a particular affinity group and wants to enhance their experience at THPRD through networking, connecting, and coming together for personal and professional support among coworkers they identify with. These groups are not learning spaces for allies. Here are some examples of Affinity Groups:

- Refugee & Immigrant groups
- Veterans
- Black and/or African American
- People living with disability
- Asian Pacific American
- Latinx/Latine, Latina, Latino
- BIPOC (Black, Indigenous, and/or People of Color)
- Caregivers (such as working parents, single parents, and/or caregivers)
- LGBTQ+ (Lesbian, Gay, Bisexual, Transgender, Queer, Non-Binary, Two-Spirit +)



Why Affinity Groups?

THPRD recognizes that systems and workplaces historically dominated by White Supremacy fail to offer safe spaces for people experiencing systemic racism and oppression. Therefore, Affinity Groups aim to...

- Create safe spaces for staff to participate at THPRD as their unique and authentic selves.
- Connect and create effective pathways to participation and leadership without barriers.
- Actively embrace multiple perspectives and differences and counteract historical harms.

Have questions?

Email Lindsay Lambert at
L.Lambert@thprd.org

More about THPRD Affinity Groups



How much paid-time can I use to attend an Affinity

Each staff member will have a total of two hours of paid time per month to participate in one Affinity Group, which includes any group activities and meetings. Each Affinity Group should have a member who serves as the group's Organizer. The Organizer will receive 3 paid hours each month to allow them to plan and organize group meetings.



How often do Affinity Groups meet?

An Affinity Group should meet an average of once a month, but meetings can be moved to adjust for group activities, schedules, and holidays. Monthly meetings are an opportunity to share experiences, find mutual support, and plan group activities.



What activities are expected of Affinity Groups?

Each group should identify one or two activities to complete over the coming year that are achievable, fun, and offer support to group members. Activities can offer informal peer-to-peer mentoring and social support, enhance leadership skills, support personal and professional development, expand member networks, and/or promote cultural connections and understanding. Examples include hosting a guest speaker, creating a bilingual display at THPRD, and much more - get creative & have fun!

Getting started

To start a new Affinity Group

- 1** Recruit at least 3 total members and appoint one member as the group's organizer.
Need help recruiting? Email Lindsay Lambert at L.Lambert@thprd.org
- 2** Complete a New Group Welcome Form. Before submitting the form, each member should receive supervisor approval to join the group.
- 3** Look for an email in your inbox that confirms we received your Welcome Form and shares next steps.

To join an existing Affinity Group

- 1** Learn about existing Affinity Groups at <https://bit.ly/THPRD-ERG> and find a group you identify with. If there are no groups listed that you identify with, consider starting a new Affinity Group!
- 2** Complete a New Member Welcome Form. Before submitting the form, be sure to receive approval from your supervisor to join a group.
- 3** Look for an email in your inbox that confirms we received your New Member Form and shares next steps.



Scan this code with your smart phone to find everything you need to get started or visit:

<https://bit.ly/THPRD-ERG>

