



Division of Diversity, Equity and Inclusion

Faculty and Staff Affinity Group Expectations and Goals

Definition of an Affinity Group

Affinity groups consist of individuals who are connected by similar identities, backgrounds, experiences, and/or interests. The purpose of affinity groups is to create inclusive spaces for community members to explore their commonalities, grow professionally, and build community.

Initiatives of Affinity Groups

- Provide:
 - Sense of community that is supportive and respectful of members
 - Opportunities for professional and personal development for group members
 - Space for employee's concerns, with the goal of creating a more positive work environment
 - Opportunities for mentoring and networking for group members to explore their similar identities, backgrounds, experiences, and/or interests.

Expectations of Leader

- Facilitate creating a mission, vision, and goals of the affinity group(s)
- Designate leadership for the group. There will be a chairperson or co-chairs for each affinity group. The chair(s) will act as a liaison between the group and DEI.
- Create learning outcomes of group members, aligned with mission, vision, and goals
- Communicate the group's efforts utilizing all available resources (social media, DEI blog, and Rowan Announcer)
- Regularly attract and retain members
- Provide the opportunity for the Rowan community to attend affinity events
- Organize informational programs, creating agenda, and encouraging attendance
- Provide an annual report of mission, vision, goals, and events to DEI

Expectations of Members

- Assist in the recruitment, retention, and promotion of the affinity group
- Create a welcoming space where all members can be themselves, discuss their needs and/or concerns
- Assist in creating an environment that fosters the growth and development of members