



Staff Alliance
Resolution FY2022-01
Establishing Affinity Groups at the University of Alaska

Whereas, affinity groups provide employees an opportunity to convene around shared backgrounds, identities, cultures or interests; and

Whereas, affinity groups are used by many organizations to improve employee sense of belonging, retention and satisfaction; and

Whereas, affinity groups have been shown to be especially effective at improving the sense of belonging and satisfaction of employees from minoritized groups; and

Whereas, affinity groups exist for students in the form of recognized student organizations; and

Whereas, affinity groups have the potential to increase collaboration and communication between the University of Alaska Anchorage, the University of Alaska Fairbanks, the University of Alaska Southeast and the University of Alaska System Office by bringing together employees from each of the MAUs; and

Whereas, affinity groups directly connect to the University of Alaska shared goal to “Promote diversity, equity, and inclusion in students, faculty, and staff” and the global metrics to improve faculty and staff diversity,

Therefore let it be resolved, that Staff Alliance endorse the attached proposal to establish affinity groups at the University of Alaska; and

Therefore, let it be further resolved that the attached proposal be submitted to Interim President Pat Pitney.

Adopted by a vote of 7-0 by the Staff Alliance on the 29th day of July 2021.



Juella Sparks, Chair
[Proposal to Establish Affinity Groups](#)