

Annual Inter-Affinity Group's Winter Luncheon/ Meeting Held

University of Rochester staff and faculty from the African-American Network, Latino Professional Alliance and Pride Alliance affinity groups and other colleagues participated in the Third Annual Inter-Affinity Group's Winter Luncheon/Meeting held on Thursday, January 14, 2010 in the School of Medicine and Dentistry.

This annual event celebrates the leadership, activities and commitment of the Groups in furthering the goals of creating an inclusive workplace at the University of Rochester. Board members from each of the Groups shared past accomplishments and future goals and plans. For more details on upcoming events, go to the diversity website: <http://www.rochester.edu/diversity>

Affinity Groups are voluntary associations of people who have common interests. Affinity Groups are open to all University of Rochester employees (staff and faculty) and retirees. Such groups provide opportunities for employees to directly contribute to the University of Rochester's efforts to effectively support and manage diversity and inclusion. These groups serve as a resource to provide mentoring and professional development opportunities as well as opening additional communication lines between individuals, the greater Rochester community, and University management.

Affinity Groups do not represent individuals or groups in their relationship with the institution. Individual concerns about specific issues (including wages, hours, and conditions of employment) are addressed through formal communications processes available to staff and faculty. Employees will not be advantaged or disadvantaged in their relationship with the University because of their choice to participate or not participate in an Affinity Group.

The Affinity Groups are an example of how the University is continuing its historical focus on cultural diversity, aimed primarily at including a larger number of diverse individuals among our institutional work force. The University is now moving toward a more contemporary focus on multiculturalism and inclusivity, aimed at enjoying and celebrating the many unrecognized contributions of diverse faculty and staff.

The groups can be contacted by email, phone or by going to the diversity webpage: <http://www.rochester.edu/diversity>

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