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MEMORANDUM

Date: October 18, 2021

To: Pat Pitney, UA Interim President

From: Juella Sparks, Chair, UA Staff Alliance *JS*

Re: Staff Alliance Affinity Groups Proposal and Resolution FY22-01

Enclosed you will find Staff Alliance Resolution FY22-01 Establishing Affinity Groups at the University of Alaska and the accompanying proposal approved and offered by Staff Alliance.

As noted in the proposal, affinity groups, also known as employee resource groups, are voluntary associations of employees who form around a shared identity. Affinity groups exist to foster a sense of community for employees from underrepresented and marginalized identities and help improve the recruitment and retention of our diverse workforce. Staff Alliance believes this effort would be an excellent addition to the framework of support necessary to be successful in the Alaska Native Success Initiative and UA's goal to "Promote diversity, equity and inclusion in students, faculty and staff."

Thank you for your consideration.

cc: Paul Layer, VP Academics, Students & Research
Pearl Brower, Senior Advisor Alaska Native Success