

# Affinity Groups

The U.S. Department of State encourages individualism in its workforce and offers several employee organizations to help strengthen and support our diversity.

## U.S. Department of State - Employee Organizations

(The organizations listed below are in alphabetical order.)

[Asian American Foreign Affairs Association \(AAFAA\)](#)

[Carl T. Rowan \(CTRBIG\) and Foreign Affairs Chapter of Blacks In Government](#)

[\(FACBIG\)](#)

[Disability Action Group \(DAG\)](#)

### Disability Action Group (DAG)

**This recently established, 50+ member organization, serves to increase the recruitment, retention, and promotion of employees with disabilities at all grade levels throughout the State Department and to improve work life for current employees with disabilities.**

If you have any questions regarding DAG please contact Paul Schafer at [SchaferPP@state.gov](mailto:SchaferPP@state.gov) or (202) 663-0223.

[Executive Women at State \(EW@S\)](#)

[Foggy Bottom Society](#)

[Gays and Lesbians in Foreign Affairs Agencies](#)

[Hispanic Employees Council of Foreign Affairs](#)

[Presidential Management Fellows Advisory Council \(PMFAC\)](#)

[Returned Peace Corps Volunteers \(RPCVs@State\)](#)

[Thursday Luncheon Group](#)

[Young Professionals Society \(YPro\)](#)

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## Workplace Disability Conflict Management Best Practices

<http://www.mediate.com/articles/cohen8.cfm>

### 1) Disability-specific advisory committees, services and other actions

- Disability advisory committee -- often known in business as "affinity groups" -- representative of employees with disabilities in different departments, offices, or branches.
  - Give feedback to management on how disability policies are working.
  - Provide suggestions to management.
  - Offer information to management on issues concerning people with disabilities.
- Disability Round Table of policy makers and managers of key programs, such as EEO, HR and branch managers.

- Develop policies, such as RA request procedures.
- Disability coordinator or specialist.

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### Affinity and Networking Groups

<http://www.nytimes.com/marketing/jobmarket/diversity/affinity.html>

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Disabled Employees' In-House Networks: Benefits flow both ways when companies foster affinity groups for disabled employees - Agenda: Diversity

[http://findarticles.com/p/articles/mi\\_m3495/is\\_2\\_47/ai\\_83058913/](http://findarticles.com/p/articles/mi_m3495/is_2_47/ai_83058913/)

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John Kemp, attorney and partner in Powers, Pyles, Sutter and Verville, P.C., and executive director and general counsel for the U.S. Business Leadership Network, discusses affinity groups for employees with disabilities.

<http://www2.shrm.org/video/07videos/101007kemp.asp> (not captioned)

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### The DiversityInc Top 50 Companies for Diversity

(Affinity Groups are valued in judging criteria)

<http://diversityinc.com/cgi-bin/cms/top50.cgi#top50>

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### Employee Resource Groups/Affinity Groups- How can one focused on disability be beneficial to your company?

<http://www.obln.org/Calendar/09/09.08.11.htm>

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### IRS

[http://jobs.irs.gov/dis\\_affinity.html](http://jobs.irs.gov/dis_affinity.html)

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