

What is an affinity group?

Wake Forest Baptist Health is committed to embracing the diversity of our staff, providers, faculty, and learners and creating an environment of inclusion. We recognize that there are many voices that need to be heard.

An affinity group (similar to an employee resource group) is an opportunity for individuals with a common identity and experience to have their voices elevated and heard within our healthcare system.

Some benefits include:

- ❖ Finding a common bond with others and feel included and valued at work
- ❖ Sharing collective knowledge through mentorship
- ❖ Understanding the resources available within our organization and the local communities
- ❖ Hosting educational and professional development opportunities
- ❖ Improving the workplace environment for everyone
- ❖ Participating in recruitment activities

**WE ARE BETTER
TOGETHER**

Which affinity groups have been started?

The following affinity groups have been identified and established by employees at Wake Forest Baptist Health. Please access the [Affinity Group Webpage](#) on our Intranet site to learn more about each affinity group.

- ❖ African American/Black & Allies
- ❖ Hispanic/Latinx
- ❖ Indigenous Peoples
- ❖ Jewish
- ❖ LGBTQ+ & Allies
- ❖ Muslim
- ❖ Veterans Society
- ❖ White Affinity Group for Racial Equity

For questions and more information, contact the [Office of Inclusion and Diversity](#) at: inclusiondiversity@wakehealth.edu or 336-713-9929



Wake Forest Baptist Health Affinity Groups

Elevating Voices for All



 **Wake Forest[®]**
Baptist Health

Office of Inclusion and Diversity

Honor Individuality Protect Dignity



Who can participate in an affinity group?

Affinity groups are voluntarily leadership and engagement opportunities for all employees across all hospitals and the Wake Forest Baptist Health Network:

- ❖ Staff
- ❖ Faculty
- ❖ Providers
- ❖ Learners

Allies or those who may not identify with a particular identity or experience but want to learn from and support others are welcome to participate in as many affinity groups as able.



Why should I engage in an affinity group?

Affinity groups provide great opportunities for all employees to get involved with others who share a passion for an identity or experience.

Affinity groups exist to help create and maintain inclusive spaces so that all can feel included, valued, and respected.

By participating in an affinity group, you will have the opportunity to take a leadership role within our health system by leading meetings, planning educational events, connecting with similar community organizations, and working on issues that are important to you and those within the affinity group.

Please access the [Affinity Group Webpage](#) on our Intranet site to learn more about the purpose and the terms to ensure the success of all affinity groups.

Interested in forming an affinity group?

If you and/or others employed by Wake Forest Baptist Health would like to form an affinity group based on the description and terms provided, please submit an [Affinity Group Interest Form](#) via the link also found on the [Affinity Group Webpage](#)

Groups that submit an interest form will be reviewed by the [Inclusion and Diversity Cabinet](#) to ensure that the group is consistent with the inclusion and diversity goals and mission of Wake Forest Baptist Health.

Once approved, the [Office of Inclusion and Diversity](#) will provide guidance and assistance throughout the affinity group's formation process.

