Affinity Group 101

About Affinity Groups

The Division of Diversity, Equity, and Inclusion strives to strengthen faculty and staff belonging at FIU through affinity groups. Employee-initiated affinity groups provide faculty and staff with the opportunity to share interests and experiences. DEI encourages the creation of new affinity groups and will support the planning, implementation, and promotion of their mission-driven activities.

DEI will sponsor affinity group programming that:

- Encourages professional development
- Enhances leadership skills
- Celebrates and fosters inclusivity
- Promotes cultural understanding
- Supports employee recruitment and retention

Funding for Affinity Groups

Affinity Groups may be eligible for financial support from DEI toward efforts that are connected to our mission. Interested groups may submit a request for funds. Requests must be submitted at least 4 weeks prior to the event, and must include information on how the funds will be used to support recruitment, retention, and/or professional development efforts.

Examples of eligible activities:

- Cost of books for reading group
- Workshop facilitator fees
- Advertising to support recruitment efforts
- Guest speaker honorarium
- Professional development webinars

Funds must be used for programs that directly benefit the University and cannot be used for purely social activities (food/beverages). Funds requests will be accepted on a rolling basis, and will be considered by the DEI Council with a final decision made by the Director of the DEI Team. Please allow up to 14 business days to receive a final determination. All approved programs/initiatives must provide a post-evaluation of the event and be submitted to the Director of DEI within 24 hours of the event. To request funds visit go.fiu.edu/affinityfunding.

Setting up an Affinity Group Bank Account

Affinity groups may decide to collect dues from their members. Dues which are set by the organizations, are managed exclusively by the Affinity Group’s leadership and/or governing structure. Groups wishing to collect dues must open a business bank account at their financial institution of choice. For convenience, groups may open an account in on-campus financial institutions, Wells Fargo (Richard Sanchez, richard.sanchez2@wellsfargo.com) and the University Credit Union (Samoundja Jean Michel, sjeanmic@fiu.edu). The Division of DEI does not facilitate membership dues transactions, maintenance, or monitoring.

DEI Contact

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