

SOCCCD Establishes Guidelines for Creating “Affinity Groups”

Affinity Groups are a way for advocates to advise the District on operations – such as planning, hiring, or funding – that promotes and supports diversity, equity, and inclusion throughout the District.

To become a recognized SOCCCD Affinity Group, the following must be completed:

- District form to officially establish an Affinity Group.
- Creation of a trust account with the District Foundation if funds are collected.
- Agree and commit to the following shared principles:
 1. Promote unity, connectivity, and empowerment of underrepresented students and employees.
 2. Promote effective communication between and among college/District groups working on diversity, equity and inclusion (DEI) efforts.
 3. Promote and support college/District efforts to address diversity, equity, and inclusion.
 4. Promote and support district and college goals for progress as stated in long-range planning.

Affinity Groups are supported by the District with the following resources:

- Formal recognition on the District’s website.
- An advisory seat on the District’s Equal Employment Opportunity and DEI Committee.
- An advisory seat on the Saddleback College and Irvine Valley College DEI Councils.
- Ability to share goals and advocacy directly with college presidents and the Chancellor.
- Ability to reserve meeting rooms on campus through the offices of the VP Administrative Services.

Please contact the district Human Resources Dept. to begin the application process: 949.582.4850

