

GDS Affinity Groups are groups for staff, students and parents, aimed at bringing together individuals with a common identity while offering guidance and support. They are an integral part of the GDS mission.

These affinity groups support the school's goal of making sure all in the GDS community feel loved, supported, seen and heard. Given that inclusion is a crucial part of the GDS mission, most affinity groups at GDS are open to allies — individuals who may not share the affinity group's specific identity but who otherwise share an interest in it.

What is an Affinity Group?

An affinity group is a group whose members share a particular identity. Affinity groups bring together people with a common identifier, such as race, gender, religion, family status, etc. Members of the group can speak to their shared identity from the "I" perspective, knowing they can be their full authentic selves without judgment.

- Affinity groups can and do act as a support system for members of the group.
- Affinity groups can help identify, interpret, interrupt and dismantle sources of oppression or discrimination.
- Affinity groups are safe spaces.

At GDS we currently have:

- 3 Faculty/Staff Affinity Groups
- 7 Parent Affinity Groups
- 2 MS Student Affinity Groups
- 15 HS Student Affinity Groups

▼ Faculty & Staff

▶ **Alliance of Anti-Racist Educators (AWARE)**

A group for faculty/staff members who identify as white to examine whiteness, the way their racial identity impacts the community, and to actively work against systemic racism.

▶ **Gender-Sexuality Alliance (GSA)**

A group for members of the GDS LGBTQ+ community and its allies, dedicated to building community, expanding education, and strengthening support.

▶ **Staff of Color (SOC)**

SOC is open to faculty/staff who identify as people of color. The term "Staff of Color" includes faculty/staff from Black/African American, Asian American, Middle-Eastern American, American Indian/Native American, Latino/Hispanic, and multiracial backgrounds.

▶ **Parents**

▶ **Asian American Pacific Islanders and Allies Affinity Group (AAPI)**

Asian Americans and Pacific Islander Parent Affinity Group - all GDS families & allies whose members have people of Asian, Asian American, or Pacific Islander ancestry who trace their origins to the countries, states, jurisdictions and/or the diasporic communities of these geographic regions.

▶ **Black Parent Resource Group (BPRG)**

A group for GDS parents/guardians of African descent. The mission of the Black Parent Resource Group is to support Black parents and their family network by encouraging active engagement and participation in the GDS community.

▶ **Hispanic and/or Latinx and Allies Affinity Group (HOLA)**

A group open to all GDS families who identify as or affirm with the Hispanic and/or Latino/a community, and their allies.

▶ **LGBTQ Parents and Allies Affinity Group**

A group for members of the GDS LGBTQ community and its allies, dedicated to building community, expanding education, and strengthening support.

▶ **Parents of Students of Color (POSOC)**

The term "Students of Color" includes children from Black/African American, Asian American, Middle-Eastern American, American Indian/Native American, Latino/Hispanic, and multiracial backgrounds. POSOC is open to parents who identify as, or have students who identify as, people of color and their allies.

▶ **Single Family Affinity Group**

A group that focuses on support and resource sharing for all parents/guardians who parent or co-parent as single people.

▶ **South Asian Parents and Allies Affinity Group**

A group for those who identify as or affirm with the nations of Afghanistan, Bangladesh, Bhutan, India, Maldives, Nepal, Pakistan, and Sri Lanka, and their allies.

▶ **Middle School Students**

▶ **5th Grade Students of Color Mentoring**

This mentoring program is an affinity group that is voluntary and open to any and all 5th graders who self-identify as students of color. Led by several faculty/staff members of color.

▶ **Middle School Students of Color Mentoring**

The MS SOC Mentoring Program continues to provide community support for any and all students who identify as Black/African/African-American, Asian/Asian-American, Middle-Eastern/Middle-Eastern American, Native-American/Native/American Indian, Latinx/Hispanic, and/or of Bi-racial/Multi-racial descent.

▶ **High School Students**

▶ **Adoptee Affinity Group**

The Adoptee Affinity Group seeks to support adoptees in the GDS community by providing a space and network to support, affirm, discuss and consider the breadth of what being an adoptee means. This can include taking and making opportunities to interact with the broader community regarding notions and connotations that tend to go along with being an adoptee.

▶ **Black Student Union**

BSU's mission is to foster the cultural, intellectual and social development of students at Georgetown Day School who identify as Black, African American and/or of African Descent.

▶ **Body Positive Affinity Group**

The Be Body Positive Model is comprised of five core Competencies (Reclaim Health, Practice Intuitive Self-Care, Cultivate Self-Love, Declare Your Own Authentic Beauty, and Build Community), fundamental skills we can practice on a daily basis to live peacefully and healthfully in our bodies. When we become proficient—competent—at using these skills, we are able to care for our whole selves from a place of self-love and appreciation, which allows us to act on our purpose and life goals.

▶ **CROWNS**

CROWNS is a safe space for students at GDS who identify as Black, African American and/or of African Descent and are non male to come together to foster friendships, build community, and lead innovative programming on issues that directly impact Black female students at GDS.

▶ **FMG**

Feminisms for Those Marginalized by Gender (FMG) is an affinity group made up of GDS students and faculty who describe themselves as being marginalized by gender identities. FMG embraces the truth that gender is neither binary nor fixed and that gender marginalization takes many forms and manifests itself in many ways. FMG comes together as a feminist collective to explore and affirm the multiple feminisms that arise out of shared beliefs and also out of separate and uniquely intersecting affinity identities, including race, class, and sexuality.

▶ **Fusion**

Fusion is GDS's affinity group for students and staff who identify as multiracial and/or mixed-race.

▶ **HOLA**

HOLA seeks to promote diversity and inclusion by creating a safe space for those who identify as Hispanic and/or LatinX to come together and talk about social issues.

▶ **Jewish Student Coalition**

The Jewish Student Union (JSU) strives to create a space where Jewish students can discuss, reflect upon, and celebrate Jewish identity, history, and culture.

Through meaningful conversations, the Jewish Student Union seeks to instill confidence, a sense of community, and a stronger understanding of Jewish identity in its members.

▶ **Middle Eastern and Arab Affinity Group**

The Middle Eastern and Arab Affinity Group is an affinity group for anyone in the GDS community who is from or identifies as Middle Eastern, Arab, Arab-American, or Middle Eastern-American. Any and all religions and faiths are accepted and welcomed. This group provides a place for discussion about our lived experiences at GDS and in the world and a way to meet other people on similar backgrounds in our school community.

▶ **Muslim Student Association**

Muslim Student Association (MSA) is an affinity space for Muslims at GDS for the discussion of the experiences of Muslim students with regard to their religious beliefs, and the education of the GDS community on the religion of Islam. The MSA hopes to establish a community within GDS for students who identify as Muslim -- to any degree from any sect -- or come from a Muslim family, where they may share their experiences. MSA strives to give voice to a minority at GDS, and advocate for education of the student body on the subject of Islam.

▶ **SIS**

SIS (Sisters-in-Spirit) is a non-male mentoring program that pairs 11th-grade Big SISes with a family of 9th grade Little SISes to provide a bi-monthly social space and resource for the new 9th grade non-male students as they navigate their first year in high school. The program is also designed as a leadership opportunity for 11th grade non-male students, in the hope that through this program's weekly lunches and extracurricular activities, both 9th and 11th grade non-male students will learn to support one another, discuss both academic and social issues through the lens and experience of gender, and finally, provide good role modeling for future generations of GDS students that identify as female.

▶ **SPECTRUM**

SPECTRUM is a space for the support of and conversation between members of the GDS high school community who identify as LGBTQ+. With an open-mindedness towards all identities within the LGBTQ+ community, including, but not limited to, gender and sexuality, SPECTRUM seeks to allow a safe space to discuss the experiences and feelings of navigating both GDS and the larger world.

▶ **Students for Socio-Economic Awareness**

Students for Socio-Economic Awareness is an affinity group that provides students with a healthy space to speak about the significant impact of socioeconomics and class on their lived experiences. The SSEA wants all students to feel comfortable discussing class related issues, and talk about how socioeconomic difference impacts their lives in different ways at GDS.

▶ **Triple A**

Triple A is a student affinity group whose mission is to facilitate discussion about issues faced by Asian American students and faculty at GDS.

▶ **YMOC**

Young Men of Color (YMOC) is an affinity group for all GDS High School men who identify as a young man of color. The term "young men of color" includes men or boys who are from Black, African American, Asian American, Middle Eastern American, American Indian, Native American, Latino, Hispanic, and Multiracial or Multiethnic backgrounds.

▶ **YWOC**

Young Women of Color (YWOC) is an affinity group for GDS High School women who identify as a young woman of color. The term "young women of color" includes women or girls who are from Black, African American, Asian American, Middle Eastern American, American Indian, Native American, Latino, Hispanic, and Multiracial or Multiethnic backgrounds.