EXHIBIT A

AFFINITY GROUPS

Staff who are **BIPOC** (Black, Indigenous, and other People of Color) and/ or **LGBTQ+** (Lesbian, Gay, Bisexual, Transgender, Queer, Questioning and other related identities) are shaped by our diverse and intersectional identities. We bring these identities into our schools and the district.

> PPS seeks to create opportunities for shared identity groups to help reflect, process, and connect with colleagues with shared experience.

Why Affinity Groups?

Check out these articles to better understand the importance of these spaces:

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SEPARATISM (HTTPS://PAULKIVEL.COM/RESOURCE/SEPARATISM/)

WHY PEOPLE OF COLOR NEED SPACES WITHOUT WHITE PEOPLE (HTTPS://ARROW-JOURNAL.ORG/WHY-PEOPLE-OF-COLOR-NEED-SPACES-WITHOUT-WHITE-PEOPLE/)

HOW THE LGBTQ COMMUNITY FARES IN THE WORKPLACE (HTTPS://WWW.MCKINSEY.COM/FEATURED-INSIGHTS/DIVERSITY-AND-INCLUSION/HOW-THE-LGBTQ-PLUS-COMMUNITY-FARES-IN-THE-WORKPLACE)

BIPOC Community Circle

The BIPOC Community Circle welcomes all Black, Indigenous, Asian, Middle-Eastern, Latinx, and mixed race staff members. This group began in 2017. We hold regular social gatherings and provide career pathways support and emotional support and advocacy. Reach out to our Director of BIPOC Career Pathways and Leadership Development for more information:

CONTACT JULIA HAZEL (MAILTO:█████████████████████████)

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" here are many reasons people congregate. Safety, shared interests and mutual support are primary ones."

-Paul Kivel
Separatism (https://paulkivel.com/resource/separatism/)

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LGBTQ+ Affinity Group

The LGBTQ+ Affinity Group is a space for all staff with these varied identities. We recognize that LGBTQ+ staff have a range of experiences including not being out to their school or workplace within the district. We hold regular social gatherings. Reach out to our Director of Diversity, Equity, and Inclusion for more information:

CO
(MAILTO:█████████████████████)