# Native and Indigenous Employee Affinity Group (EAG) Information

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**Launch**: tentative for Spring 2022

EAG Overview

Employee Affinity Groups (EAGs) are employee-led and facilitated groups formed around interests, backgrounds, identities, and common bonds. Through participation in EAGs, Vanderbilt staff and faculty help **foster a positive work environment** at the University by actively contributing to its mission, values, and efforts specific to **diversity, inclusion**, and **campus engagement**. 

Guiding Principles of EAGs: To promote diversity, openness, understanding, and inclusiveness. To create a welcoming place for staff and faculty who share common interests to meet and support one another’s personal and professional perspectives with respect to particular affinity groups.

Information on the Native and Indigenous EAG

**What** (is this EAG): An Employee Affinity Group for employees that identify as Indigenous or Native within a specific geographical location. The group creates a space for individuals to discuss issues and concerns that impact indigenous populations on a larger scale, as well as building community and sharing resources for those in the Vanderbilt community.

**Who** (does it serve): Faculty, post docs, and staff that ethnically identify as Native or Indigenous. This classification includes but is not limited to those who identify as Native American, Native Alaskan, Native Hawaiian, First Nations, Taíno, Māori, Aboriginal, and many other communities across the globe.

**Why** (is it being created): This EAG is being created in conjunction with the creation of an Identity Initiative that will work to support undergraduate, graduate, and professional students that identify as Native or Indigenous. There are currently four (4) Identity Initiatives that support students identifying as Latinx/Hispanic, living with a visible and/or invisible disability, first-generation college students, and low-income students. Including this Initiative for Indigenous students, there will be four (4) more launched by Spring 2022, supporting Asian Pacific Islander students, international students, and Veterans.

**How** (do I get involved): There will be an interest session in late Fall 2021 to recruit members and gather feedback on future events. If you are interested in serving in a leadership capacity for this EAG, contact Hope Young at [hope.young@vanderbilt.edu](mailto:hope.young@vanderbilt.edu)

**Where** (do I direct questions or concerns about this EAG): Hope Young ([hope.young@vanderbilt.edu](mailto:hope.young@vanderbilt.edu)), Program Coordinator in the Office of the Vice Chancellor for Equity, Diversity and Inclusion or [eag@vanderbilt.edu](mailto:eag@vanderbilt.edu).