

## Guide to Affinity Groups & Strategic Education Partnerships

### Affinity Groups

**AAGEN** – Asian American Government Executives Network;

<http://www.aagen.org/>

The mission of AAGEN is to promote, expand and support Asian Pacific American leadership in the Federal, State and Local governments.

- Key Focus
  - Outreach and Recruiting

**ACADEMYWOMEN** – <http://www.academywomen.org/>

The mission of the Academy Women: AcademyWomen is a leadership and professional development organization that empowers aspiring, current and past women military officers through mentoring, training, and growth opportunities to achieve their highest potential and work/life balance.

**AIHEC** – American Indian Higher Education Consortium;

<http://www.aihec.org/>

AIHEC provides leadership and influences public policy on American Indian higher education issues through advocacy, research, and program initiatives; promotes and strengthens Indigenous languages, cultures, communities, and tribal nations; and through its unique position, serves member institutions and emerging TCUs.

- Key Focus
  - STEM Promotion
  - Outreach and Recruiting

**ANSO** – Association of Naval Services Officers; <http://www.ansomil.org/>

ANSO's mission is to assist the Sea Service Chief's efforts in Hispanic workforce recruitment and retention by fostering the personal growth

and professional development of officers, enlisted, and civilians.

- Key Focus
  - Professional Development and Retention

**BEYA** – Black Engineer of the Year Awards;

<http://www.blackengineeroftheyear.org/>

BEYA focuses on opportunities to acquire and retain talent, to learn and network among the best and brightest technology minds in the country and recognize outstanding achievement of African-Americans in companies across America.

- Key Focus
  - Awards and Recognition
  - Outreach and Recruiting
  - Professional Development and Retention
  - Strategic Education Partnerships
  - STEM Promotion

**BIG** – Blacks in Government; <http://www.bignet.org/>

BIG's goals are to promote equity in all aspects of American life, excellence in public service, and opportunity for all Americans.

- Key Focus
  - Professional Development and Retention

**FAPAC** – Federal Asian Pacific American Council; <http://www.fapac.org/>

FAPAC is an organization that promotes equal opportunity and cultural diversity for Asian Pacific Americans (APA) within the Federal and District of Columbia governments. FAPAC encourages the participation and advancement of APAs in the Government work force.

- Key Focus
  - Professional Development and Retention
  - Awards and Recognition

**HACU** – Hispanic Association of Colleges and Universities;

<http://www.hacu.net/>

HACU's mission is to champion Hispanic success in higher education by promoting the development of member colleges and universities; improving access to and the quality of post-secondary educational

opportunities for Hispanic students; and meeting the needs of business, industry and government through the development and sharing of resources, information and expertise.

- Key Focus
  - Strategic Education Partnership
  - STEM Promotion
  - Outreach and Recognition

**HENAAC** – Hispanic Engineer National Achievement Awards Corporation;  
<http://www.greatmindsinstem.org/>

Also known as Great Minds in Stem, the organization’s vision is to keep America technologically strong by promoting science, technology, engineering and math careers, especially in under represented communities.

- Key Focus
  - STEM Promotion
  - Professional Development and Retention
  - Outreach and Recruiting
  - Strategic Education Partnership
  - Awards and Recognition

**LULAC** – League of United Latin American Citizens; <http://www.lulac.org/>

LULAC’s mission is to advance the economic condition, educational attainment, political influence, housing, health and civil rights of the Hispanic population of the United States.

- Key Focus
  - STEM Promotion
  - Outreach and Recruiting
  - Awards and Recognition

**MAES** –Society of Mexican American Engineers and Scientists;  
[http://www.maes-natl.org// /](http://www.maes-natl.org///)

MAES mission is to promote, cultivate, and honor excellence in education and leadership among Latino engineers and scientists.

- Key Focus

- Outreach and Recruiting
- Awards and Recognition
- STEM Promotion

**NAFEO** – National Association for Equal Opportunity in Higher Education;

<http://www.nafeo.org/>

NAFEO was founded to provide an international voice for the nation's HBCUs; to place and maintain the issue of equal opportunity in higher education on the national agenda; to advocate policies, programs and practices designed to preserve and enhance HBCUs; and to increase the active participation of blacks at every level in the formulation and implementation of policies and programs in American higher education.

- Key Focus
  - Strategic Education
  - Outreach and Recruiting
  - STEM Promotion

**NNOA** – National Naval Officers Association; <http://www.nnoa.org/>

NNOA actively supports the Sea Services in the development of a diverse officer corps through recruitment, retention, and career development.

- Key Focus
  - Professional Development and Retention
  - Awards and Recognition

**NOMAR** – The National Association for Mexican American Rights;

<http://www.nomarinc.org/>

A national non-profit organization established for the purpose of promoting and defending the civil rights of Americans of Hispanic Origin and their right to equal employment and educational opportunities.

- Key Focus
  - Awards and Recognition
  - Outreach and Recruiting

**NSBE** – National Society of Black Engineers; <http://www.nsbe.org/>

NSBE's mission is to increase the number of culturally responsible Black Engineers who excel academically, succeed professionally and positively impact the community.

- Key Focus
  - STEM Promotion
  - Awards and Recognition
  - Strategic Education Partnerships
  - Outreach and Recruiting
  - Professional Development and Retention

**SAIGE** – Society of American Indian Government Employees;

<http://www.saige.org/>

The SAIGE mission is to promote the recruitment, retention, development and advancement of American Indian and Alaska Native government employees, and work to ensure their equal treatment under the law; to educate federal agencies in the history and obligations of the Federal Indian Trust Responsibility and to assist them in its implementation; to assist government agencies in the development and delivery of initiatives and programs which honor the unique Federal-Tribal relationship; and to provide a national forum for issues and topics affecting American Indian and Alaska Native government employees.

- Key Focus
  - Awards and Recognition
  - Outreach and Recruiting
  - Professional Development

**SHPE** – Society of Hispanic Professional Engineers; <http://shpe.org/>

SHPE is committed to enhancing America's position in math, science, engineering and technology with a strong and talented Hispanic workforce.

- Key Focus
  - STEM Promotion
  - Outreach and Recruiting

**SSLA** – Sea Service Leadership Association: <http://www.sealeader.org/>

SSLA is currently the only non-profit organization in the United States dedicated to providing professional development through networking, education, and mentorship of women from all three maritime armed forces.

- Key Focus
  - Outreach and Recruiting

**SWE** – The Society of Women Engineers;

<http://societyofwomenengineers.swe.org/>

SWE empowers women to succeed and advance in the field of engineering, and to be recognized for their life-changing contributions as engineers and leaders. Founded in 1950, SWE is the driving force that establishes engineering as a highly desirable career for women through an exciting array of training and development programs, networking opportunities, scholarships, outreach and advocacy activities, and much more.

- Key Focus
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**WAI** – Women in Aviation, International; <http://www.wai.org/>

WAI is a nonprofit organization dedicated to the encouragement and advancement of women in all aviation career fields and interests.

- Key Focus
  - Professional Development and Retention

**WOC** – Women of Color; <http://www.womenofcolor.net/>

WOC recognizes outstanding women in the STEM fields and provides excellent opportunities for professional development, networking, and recruiting.

- Key Focus
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  - Outreach and Recruiting

- Professional Development and Retention

## Strategic Education Partners

**HBCU** – Historically Black Colleges and Universities;

<http://www2.ed.gov/about/inits/list/whhbcu/edlite-index.html>

...any historically black college or university that was established prior to 1964, whose principal mission was, and is, the education of black Americans, and that is accredited by a nationally recognized accrediting agency or association determined by the Secretary [of Education] to be a reliable authority as to the quality of training offered or is, according to such an agency or association, making reasonable progress toward accreditation."

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**HSI** - Hispanic-Serving Institution;

<http://www2.ed.gov/programs/dueshsi/definition.html> Hispanic-Serving Institution (HSI) is **defined as** an institution of higher education that— (A) is an eligible institution; and (B) has an enrollment of undergraduate full-time equivalent students that is at least 25 percent Hispanic students at the end of the award year immediately preceding the date of application.

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**MSI** – Minority Serving Institution;

<http://nces.ed.gov/pubsearch/pubsinfo.asp?pubid=2008156>

MSIs are colleges and universities serving a large percentage of minority students (i.e. HBCU, HACU, TCU, etc).

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**TCU** – Tribal Colleges and Universities;

<http://www2.ed.gov/about/inits/list/whtc/edlite-index.html>. There are 36 federally recognized Tribal Colleges and Universities in the United States. Located mainly in the Midwest and Southwest, Tribal Colleges and Universities service approximately 30,000 full-time and part-time students. They offer two-year associate degrees in over 200 disciplines with some providing a bachelor's and master's degree. They also offer 200 vocational certificate programs.

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