

Affinity Groups and Business Resource Groups





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Affinity Groups

Affinity Groups support Twitter values and support **creating a more inclusive culture**. AGs include employees who join together at Twitter based on an intersection (common interest, shared characteristic, or life experience). AGs host events, promote awareness about their intersection, and are open to full time Twitter employees. The ICD and /or an authorized Twitter executive sponsor approves AGs activities and events.

Business Resource Groups

Business Resource Groups support Twitter values and business goals, including the company's commitment to create a **more globally inclusive culture** and **more globally diverse workforce**. BRGs develop and support Attraction, Inclusion & Retention (A.I.R.) strategies. The ICD team approves each BRG's budget, as well as their quarterly spending, and initiatives ensuring they operate to benefit the business, employees and the internal culture at Twitter.



Our Affinity Groups (AGs):

Officially launching July '18

EmpatheTECH

This group creates a space to stimulate positive dialogue from opposing viewpoints, inform the public on the implementation of new government policies that affect the industry and their impact, and proactively mobilize the tech community at a grassroots level. We stand by the belief that more brings us together than divides us and diversity empowers us all. We advocate for the fundamental rights inherent in our nation's constitution and seek to advance the principles of inclusivity, equality, and respect for our fellow person.

For more information, please contact: annalee@twitter.com

Officially launching July '18

Intersections

This group operates in collaboration with the ICD team, AGs and BRGs, particularly where there is not critical mass for an AG or BRG. The group reviews the quarterly ICD team, AGs, and BRGs initiatives and customized the activities for their respective offices on a smaller scale of necessary.

For more information, please contact: annalee@twitter.com

Officially launching July '18

@TwitterFaith

TwitterFaith is an interfaith group that host events and create awareness about faith from around the world. For press inquiries, please contact press@twitter.com.

For more information, please contact: annalee@twitter.com

@TwitterParents

TwitterParents exist to support parents to have the foundation, information and community to enable a healthy balance inside and outside of the workplace. We create an inclusive environment at Twitter that supports parents during every stage of their lives. We're an inclusive group for anyone on the parenting journey. We host New Parent roundtables, manager training initiatives, Bring Your Kids To Work Day, Moms and Dads lunches and other parent resource sessions.

For more information, please contact: annalee@twitter.com



Our Business Resource Groups (BRGs):



TwitterAlas

TwitterAlas (“wings” in Spanish) is the BRG for employees of Latino and Latin American descent, and for all others with an interest in Latinx culture and issues. Their mission is to:

- Shape Twitter's inclusive environment to represent our Latinx community
- Empower user and advertiser communities on Twitter
- Support advancement & leadership opportunities for people of color within & outside Twitter

For more information, please contact: Diana Macias dmacias@twitter.com or Jose Colchao jcolchao@twitter.com



TwitterAsians

TwitterAsians aims to strengthen Twitter as a great place for Asian employees to work and advance their careers.

Their mission is to:

- Empower Asian employees in the workplace
- Develop and retain Asian employees through various social and professional initiatives
- Build a strong internal community for all members and allies of an Asian community

For more information, please contact: twitter-asians-leads@twitter.com



Blackbirds

TwitterBlackbirds is the BRG for African American employees or employees of African descent, and their mission is to champion the following focus areas:

- Communications & Branding: Strengthen the @Blackbirds brand and message internally and externally
- Diversity Recruiting & Outreach: Creating internal support and structure for hiring members of the African diaspora
- Professional Development & Networking: Creating events and workshops for members to take advantage of internal and external development and networking opportunities



For more information, please contact: BlackbirdsLeads@twitter.com



TwitterOpen

TwitterOpen is the BRG for lesbian, gay, bisexual, transgender, queer, intersex, asexual, and ally (LGBTQIA) Tweeps.

Their mission is to:

- Support LGBTQIA employees, users, and external community partners
- Foster a strong internal community and strengthen Twitter's stance on issues and topics pertinent to the LGBTQIA community
- Create impactful partnerships that amplify our desire to educate and include individuals at work and around the world, including via our platform

For more information, please contact: twitteropen_leads@twitter.com



TwitterStripes

TwitterStripes serves Service Members, Vets, Military Families, and Allies. They exist to:

- Empower and amplify underrepresented voices to participate in the conversation
- Provide meaningful opportunities for Tweeps to say thank you for serving
- Create a safe place for service members, veterans, family members & allies to share their stories

For more information, please contact: Drake Toney, dtoney@twitter.com or Gavin Ahern, drake@twitter.com or Monique Mosely mmosely@twitter.com



TwitterWomen

TwitterWomen is the BRG for men and women that exists to support and bolster female leadership at Twitter.

Their goals are to:

- Foster professional development, skill-building, and networking among women
- Unify all of the women's BRGs at Twitter
- Cultivate gender equality & support the inclusion and advancement of women at Twitter & in the tech industry

For more information, please contact: Jennifer Fraser jfraser@twitter.com