USP's Affinity Network

Comprised of 11 affinity groups, USP's Affinity Network helps drive inclusion and belonging at USP by creating a safe space for support, sharing and connection, and professional development, thereby increasing employee engagement and a more inclusive work environment. USP supports and sponsors the following affinity groups:

USP Asian SouthEast & East Affinity Network (ASEEAN) empowers members to bring their authentic selves to work and serves as a safe space for open and purposeful discussions. Through its impactful programming, U-ASEEAN addresses challenges faced by the Asian community and the importance of allyship to strengthen our workplace culture. UASEEAN also celebrates the contributions of employees of Southeast and East Asian heritage at USP, provides a platform for continuous learning and growth, and enables a support system that promotes community and resilience.

Diverse Minds & Bodies brings together staff with a range of visible and non-visible disabilities, including physical, emotional, and mental impairments (permanent, chronic, and temporary), neurodiversity, and body diversity. Members and allies provide a network with global reach to increase awareness and understanding that empowers all individuals with physical, neuropsychological, cognitive, mood and mental differences to bring their whole, authentic selves to work without fear.

The **eQuality Alliance** fosters a workplace environment that is inclusive and supportive of the LGBTQ+ community. The eQuality Alliance works to: (i) raise awareness of LGBTQ+ issues in and out of the workplace; (ii) be a change catalyst that will help people respect and value differences; and (iii) promote professional development opportunities for its members, thus strengthening USP's people and quality capabilities to ensure long-term impact.

Honoring ALL that Serve (HATS) is a global community of veterans, military members, their families, and supporters that celebrates, recognizes, and supports military communities. As an organization, HATS is cognizant of service members' contributions and those of their family members through honor, courage, sacrifice, and service. HATS' goal is to learn from and connect with the community and culture of our global Armed Services institutions.

Interfaith Alliance Membership (IAM) recognizes and celebrates the diversity of faiths practiced by staff globally. IAM provides opportunities to demonstrate our shared love of community through education, celebrations of holidays and life events, and support, and provides opportunities to perform charitable acts in the community. IAM also promotes respect, understanding, cooperation,

Empowering a healthy tomorrow

and appreciation for the many faith traditions within our organization that inspire and teach us to support one another.

Latinx Integration working with Values and advocating for Excellence (LIVE!) creates a safe space for USP's Latinx community and its allies with the intent on sharing the diverse cultures of Latinx countries and their individual voices to enhance our support and contribution to USP's global mission, DEIB strategy and commitment.

The **Science Working Group (SWG)** centers on building community by bringing together USP's scientists and staff working in the Science division in a safe space to increase awareness, education, and its positive impact on our society, thus creating career pathways in science.

USP Black Employees Building Organizations of Leadership and Diversity (U-BE BOLD), with chapters in the United States and Ghana, promotes the professional development and advancement of Black employees at USP through networking, education, mentoring, and forums, while promoting cultural awareness of all people of African descent.

USP – Global Women's Network (UGWN), with chapters in the United States and India, is a forum for women and their allies to connect, support, energize, advocate and problem solve with one another to create positive momentum in how we work and function as equitable contributors who add value to the organization.