

Affinity and Affiliate Groups



Just like the people who are a part of them, affinity and affiliate groups differ in purpose and perspective. Whether they focus first on identity or on profession, one thing they all have in common is **offering their members support, knowledge, and connection**.

Participating in an affiliate or affinity group can be very **enriching and rewarding – both professionally and personally**.

The Benefits of Belonging

Access wide-ranging educational and professional development opportunities.

Tap into an extensive network of peers to refer to for ideas, advice, and support.

Reinforce your own strengths and engage more deeply in your work or interests.

Discover a free exchange of ideas, best practices, common resources, and tips and tricks.

Meet area experts and find fellowship and mentorships.

Links to Several Affiliate and Affinity Organizations

Open the categories below to see lists that, while not exhaustive, offer several options.

Identity-First Affinity Organizations



- [National League of Cities Constituency Groups](#): In these six distinct networks within NLC's membership, local elected officials can express their diverse interests & backgrounds and contribute to NLC's leadership development, policy formulation, advocacy, and program activities.
- [Blacks in Government \(BIG\)](#): BIG is a professional organization for African American government employees at the federal, state, and local levels.
- [National Forum for Black Public Administrators \(NFBPA\)](#): NFBPA is dedicated to the advancement of black public leadership in local and state governments. NFBPA has established a national reputation for designing and implementing quality leadership development initiatives of unparalleled success.
- [International Network of Asian Public Administrators \(I-NAPA\)](#): I-NAPA encourages excellence among public administrators of Asian heritage by developing leadership of emerging leaders, supporting public administrators as leaders, providing networking opportunities, and providing unique resources to Asian public administrators.
- [Local Government Hispanic Network \(LGHN\)](#): An affiliate of ICMA, LGHN serves as a bridge between professional managers and communities to create programs and services to address issues critical to the Hispanic/Latino population and to improve overall quality of life.



- [Society of American Indian Government Employees \(SAIGE\)](#): SAIGE is a national non-profit organization that represents American Indian and Alaskan Native federal, state, and local government employees. Society fosters a professional network for its members in addition to providing a forum for issues, challenges, and opportunities.
- [The League of Women in Government \(LWG\)](#): The LWG's mission is to support local and statewide organizations that advance women in local government senior executive leadership.
- [Vermont Women Leading Government \(WLG\)](#): Educates, mentors, encourages, and supports women in the local government profession.
- [CivicPRIDE](#): LGBTQIA+ professional association for local government management. Our mission is to advance inclusive local government by empowering LGBTQIA+ leadership.
- [Young Government Leaders \(YGL\)](#): The YGL professional organization consists of young (early to mid-career) government employees committed to providing young public servants with information, scholarships, fellowships, networking opportunities and more.
- [All Brains Belong](#): Supports well-being and inclusion of people with all types of brains through neurodiversity-affirming healthcare, education, and community connection. It offers health care, social connection, and training.

Job-Based Affiliate Organizations



- [International City and County Managers Association \(ICMA\)](#): Association of local government professionals who work to identify and speed the adoption of leading practices to improve the lives of residents. See below for ICMA's Veterans Committee.
- [American Society for Public Administration](#): Advances excellence in public service by bringing together the practitioner and academic communities to advance the practice and teaching of public administration through programming, scholarships, local chapters, and subject matter sections.
- [Vermont Town and City Management Association \(VTCMA\)](#): Works to increase the knowledge and ability of local government managers, and to promote increased professional management of Vermont municipalities.
- [North Central County Clerks & Treasurers Group](#): Formerly Washington-Lamoille County Clerks & Treasurers. Meets monthly for educational programming on and discussion of topics of mutual interest, such as organization in the vault and the office, preservation of records, tips and tricks for other Clerks, best practices, cybersecurity, tax assessment appeal hearings, delinquent tax collection, cemeteries, elections, etc.
- [New England Association of City and Town Clerks \(NEACTC\)](#): Fosters professional development, personal growth, and educational opportunities for members in six New England states.
- [Vermont Municipal Clerks' and Treasurers' Association \(VMCTA\)](#): Provides information, education, mentoring, fellowship, advocacy, and inspiration.
- [Government Finance Officers Association \(GFOA\)](#): Provides members with best practice information around accounting, auditing, budgeting, capital



planning, debt management, financial reporting, pension and benefit administration, and treasury and investment management. GFOA facilitates six affinity groups that meet periodically throughout the year: Black Caucus, Women's Public Finance Network, Urban Forum, Small Government Forum, Utility Finance Forum, and LGBTQIA+ Caucus. There is a [Vermont Chapter](#).

- [American Planning Association \(APA\)](#): Elevates and unites a diverse planning profession as it helps communities, their leaders and residents anticipate and meet the needs of a changing world.
- [Northern New England Chapter of the American Planning Association \(NECAPA\)](#): Works to improve and promote the standards and quality of planning at all levels in Maine, New Hampshire, and Vermont; encourages the free exchange of ideas among planners; and facilitates member participation in activities of the American Planning Association.
- [Vermont Planners Association \(VPA\)](#): Advances the art and science of planning in Vermont through outreach, professional development opportunities, and encouraging all members to maintain an open dialogue on contemporary planning issues.
- [American Public Works Association](#): Supports those who operate, improve, and maintain public works and infrastructure through advocacy, education, and member engagement. Vermont public works staff participate in the [New England Chapter](#), which has a Young Professionals Committee.
- [Association of Vermont Conservation Commissions](#): Supports Vermont's conservation commissions and encourages the establishment of more



conservation commissions in the state.

- [Government Alliance on Race and Equity \(GARE\)](#): This national professional peer-to-peer network enables government racial equity directors/leads and subject area experts to exchange information, collaborate to advance their practice, and develop solutions to racial equity challenges.
- [Vermont Assessors and Listers Association \(VALA\)](#) Is dedicated to improving the quality of assessment and professionalism through training, education, and collection of information and having a presence in legislative affairs by providing an expert voice to state government on assessment issues.
- [Vermont Library Association \(VLA\)](#): Develops, promotes, and improves library and information services and librarianship in Vermont.
- Vermont Mayors Coalition: Collaborates on issues of common interest to their cities and towns, advocates for issues of common interest, and sets forth an annual legislative policy summary.
- [Vermont Police Association](#): Provides legislative representation, promotes community relations and support, and acts as a voice on resource for Vermont police professionals.
- [Vermont Recreation and Parks Association \(VRPA\)](#): Provides training and resources to help Vermonters create community through people, parks, and



programs.

Affinity Organizations for Veterans

Most affinity organizations for veterans support a veteran's transition from the military to non-military life, including finding a job, going back to school, navigating benefits, and finding peers.

- [International City and County Managers Association \(ICMA\)'s Veterans' Resources](#): ICMA's Veterans Committee focuses on helping members to make the transition from military service to working in local government. ICMA members can email the [Veterans Committee Chair](#) to be connected with a veteran member in their region.
- [National Association of Black Veterans](#): Advocates on behalf of its members with the goal of having fifty percent (50%) of Black veterans among its membership and establishing departments and councils nationwide. NABVETS intends to connect with recently separated service members, as well as those on active duty.
- [Hire Heroes USA](#): Provides free, personalized career coaching, mentoring, and job search assistance. Specific help includes resume writing, mock interviews, virtual and in-person career fairs, and webinars on topics such as networking and finding a federal job.



- [Student Veterans of America](#): Supports veterans through their transition from the military, educational advancement, and career growth.
- [Veterans Campaign](#): Provides the military community with the tools and guidance to run for public office. Support includes training workshops, networking opportunities, conferences, research and a “field manual.”
- [Veterati](#): Connects transitioning service members, veterans, and spouses with experienced mentors for one-hour phone calls. Mentors can help with navigating networking, interviewing, salary negotiation and the realities of working in the civilian world.

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