

## BEE INCLUSIVE AFFINITY GROUPS

In an effort to address our overall goal of making St. Ambrose a welcoming and inclusive community the University fully endorses the formation of Bee Inclusive Employee Affinity Work Groups. All employee participation is by volunteer participation. University employees include Staff, Faculty and Administrators.

The three primary goals are to:

1. Provide a support group for employees who identify within a certain affinity group.
2. Provide potential support for students identifying within a certain affinity group.
3. Provide opportunities for interview candidates to speak with employees regarding the University and community culture relative to a particular affinity group.

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### Asian Bee Community (ABC) Inclusive Affinity Group

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**Mission Statement:** The Asian Bee Community will serve as a supportive network of SAU faculty and staff, bound together by their Pan-Asian heritage, to share their experiences and culture with each other, and to provide mentorship and moral support to SAU Asian students, in order to foster and compassionate and encouraging environment for all members to thrive in. An outreach component will also be explored, in the hopes of developing a connection with SAU's Asian community to the larger QC Asian community-at-large.

**Value Proposition:** The benefits to University employees by joining and participating with the Asian Bee Affinity group, will be that members will have a reliable place to go to if they seek advice, are missing relating to people with similar backgrounds, and want to find other that relate to the unique challenges due to being Asian in the U.S.

**Facilitator:**

Marian Lee - [LeeMarianY@sau.edu](mailto:LeeMarianY@sau.edu)

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*Black Professionals in Higher Education Network (BPHN)*  
*Bee Inclusive Affinity Group*

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**Mission Statement:** The mission of the St. Ambrose University Black Professionals in Higher Education Affinity Group is to establish a greater sense of community and mutual support among the Black employees of the University through networking opportunities designed to empower and enhance the cultural diversity within the University, as well as enhance and support the academic mission of the University.

**Value proposition:** By participating, University employees will have a deeper understanding of both the challenges and opportunities Black students and employees are facing here at St. Ambrose University. Employees' would also benefit from the engagement opportunities afforded such a group.

**Facilitator:**

Ryan Saddler - [saddlerryanc@sau.edu](mailto:saddlerryanc@sau.edu)

Fritz Dieudonné - [dieudonnefritzg@sau.edu](mailto:dieudonnefritzg@sau.edu)

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*Hispanic and Latinx Bee Inclusive Affinity Group*

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**Mission Statement:** The mission of the Hispanic and Latinx Bee Inclusive Affinity Group is to foster a greater sense of community and to build a support network for Hispanic and Latinx staff at all levels and strengthen professional and social relationships between employees, the university, and the community. Through mentoring and networking, this affinity group will contribute to provide a support system that will enhance cultural diversity and the academic mission and strategic planning of St. Ambrose University.

**Value proposition:** By joining, the Hispanic and Latinx Bee Inclusive Affinity Group employees will get a space to discuss and celebrate their culture, language, and identity. They will contribute to the visibility of the group on campus and therefore create a more diverse and inclusive environment.

**Facilitators:**

Dr. Edwin Ubeda - [ubedaedwinr@sau.edu](mailto:ubedaedwinr@sau.edu)

Dr. Arturo Mejjide - [MejjideArturoF@sau.edu](mailto:MejjideArturoF@sau.edu)

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*PARADE (Promoting Acceptance and Respect Among  
Diverse Employees)*

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**Mission Statement:** Our mission is to provide a sense of community and belonging to LGBTQ+ and ally employees here at St. Ambrose University. Our primary focus is to provide mentoring, recruitment, and support for LGBTQ+ employees and allies. Additionally, we work with other groups on campus in order to help increase visibility and education regarding LGBTQ+ issues.

**Value Proposition:** This affinity group is open to any employee on campus who self-identifies in the LGBTQ+ community or as an ally. In participating in this affinity group, members will receive a safe and confidential environment in which to voice concern and discuss LGBTQ+ issues on campus. Affinity group members will also have a place for solidarity and representation on issues impacting LGBTQ+ employees, not to mention unicorns, rainbows, flowers, glitter, and sunshine.

**Facilitators:**

Christopher Schwartz - [schwartzchristophere@sau.edu](mailto:schwartzchristophere@sau.edu)

Sarah Eikleberry - [EikleberrySarahJ@sau.edu](mailto:EikleberrySarahJ@sau.edu)

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*Parents Bee Inclusive Affinity Group*

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**Mission Statement:** Parents Bee Inclusive Affinity Group provides a space where conversations about family-first are discussed without judgment aiming for a family-first work environment.

**Value Proposition:** Participants will have a judgment-free space to discuss parenting while working in today's world.

**Facilitator:**

Sarah Rissler - [risslersarahd@sau.edu](mailto:risslersarahd@sau.edu)

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## *ADAPT Bee Inclusive Affinity Group*

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**Mission Statement:** Grounded in the principles of advocacy and social justice, ADAPT will exist to foster inclusivity within our campus community by creating a space of empowerment and belonging. ADAPT will be a campus leader, working to create equitable rights for the well-being of SAU employees with disabilities. We strive to create an environment where all members can thrive professionally, socially, and personally. In pursuit of our mission, we are committed to leading conversations that will help create tangible change through education, collaboration, and action.

**Value Proposition:** ADAPT stands for Abled and Disabled Allies Partnering Together. With intentionality, we diligently advocate for accessibility throughout the university, working to remove physical, social, and attitudinal barriers.

**Facilitator:**

Lindsey Ekblad - [ekbladlindseya@sau.edu](mailto:ekbladlindseya@sau.edu)