Call to Order 12:00 and Reflection: Sue Stevens called the meeting to order and as a reflection, used a quote from anonymous

“Be an Encourager. The world has plenty of critics already.”

Minutes: Minutes from the May 13, 2021, meeting were approved.

Monthly Spotlight 1: Amber Johnson, Associate Provost, Major DEI Initiatives and Opportunities

- Interim Vice President for Diversity and Community Engagement
- Requested SAC member representation on the DEI committee
- Diversity and Community Engagement AY22 Priorities
  - Unify, Heal and Expand the Team
    - Developed new org chart
    - Discussed new hires and open positions
  - Rename the Division
    - Proposed new name – Division of Diversity and Innovative Community Engagement
    - No longer an office, we’re a division now
• Acronym is DICE – Come roll with us!
• Mobile medicine van
  o Define Inclusive Excellence at SLU that is mission driven, innovative, and cutting edge
    • 1st charge - Create unified definitions that are shared across the university
    • Diversity
      • Shift away from data
      • Focus on structural and cultural transformation
    • Equity
      • Cannot be about outcomes
      • Needs to be about process
      • Needs to be humanized
    • Radical Inclusion
      • People need to feel valued and included from idea to implementation to assessment
    • Accessibility
      • Has to be universal
      • Everyone benefits from accessibility
    • Community
      • Define stakeholders and their relationship
    • Community engagement
      • Should benefit the community more than harm them, and community should benefit more than the institution
      • Not about service or charity but rather working with communities for sustainable change to benefit all
    • A big issue at SLU is that we don’t talk across silos
  o DINO force: DEI specialists across the university
    • Collaborative and universal definitions, charges, & priorities
    • Continued understanding of issues and successes across the entire campus
    • Strength in numbers
    • Inclusive of faculty, staff, students, and administrators from every unit
      • This needs to include Facilities and DPS
    • This is the team that will define Inclusive Excellence at SLU that is mission driven, innovative, and cutting edge
  o Training across campus
    • New definitions
    • Enhanced DEI training for new hires
    • Training around critical language for job postings and hiring committees
    • Working with HR to development training modules and practices that reflect inclusive excellence
  o The Good Neighbor Initiative
    • The Collaborative Cookout
    • Clay Elementary Community Resource Hub (Hyde Park)
      • to deliver healthcare, art, food growing, etc.
      • canvassing the community to find out what THEY need
    • Campus Kitchen & Center for Service & Community Engagement
    • CASA Belize
• Halted during Covid
  ▪ The Slavery, History, Memory, & Reconciliation Project
  ▪ Halted during Covid
• The 50/50 plan
• Student relationship building and accomplice-ships
  ▪ What does it look like to be a good neighbor to our students?
  ▪ What are we doing BEFORE the students come to us with our demands? Listening?
• In 5 years to be named a University of Inclusive Excellence by the AJCU
  ▪ THE BAR IS PRETTY
  ▪ But we’re also pretty awesome
• Belize
  ▪ going to Belize and develop partnerships with Belize citizens and the Jesuits
  ▪ Looking to make this a bridge program
  ▪ Covid halted this
  ▪ The brochures are in Verhaegen Hall
  ▪ Looking for representatives
  ▪ All committee meetings will be open to the community and will be published in Newslink

Monthly Spotlight 2: Emily Boyd, President, SLU Women’s Commission
• Has been involved in the Women’s Commission for six years, president last year and this year
• Serves to promote the interests and concerns of women at the University
• Educate, enrich, and empower the women of SLU
• Engage campus
  ▪ Sponsored programs and events
  ▪ Host virtual events for support and elevate women’s issues
  ▪ Communicate information about opportunities for women
  ▪ Connect women to opportunities to foster their personal and professional growth
  ▪ Recognizing the outstanding contributions of women at the university
  ▪ All women are considered members even if they are not active
  ▪ Have about 30 active members
• Excited about having a mix of virtual and in-person events
• Sister Shirley Komen memorial grant
  ▪ Open to faculty, staff, and students
  ▪ Interested in funding projects and programs
  ▪ Individual leadership development components
  ▪ Virtual auction at the end of September
  ▪ All proceeds will benefit the Sister Shirley Kolmer Memorial Grant
  ▪ Will feature SLU alum and small community businesses
• New groups centered around students
  ▪ New leadership program
  ▪ Women Empowered
  ▪ Connects students to women at SLU and the alumni community
  ▪ Can join via SLU Connections through mySLU.edu/Tools or https://sluconnections.slu.edu/
• How to get involved
  ▪ Join a committee
  ▪ Usually have 13-14 members on the exec board
  ▪ The subcommittees usually have 3-4 members, examples below
- Endowment
- Awards
- Programming
- Grants management
  - Look for our annual programs in listserv and Newslink
    - Host approx. 4 programs a year
  - Apply for a grant or nominate a woman leader
    - Apply in the spring, luncheon at the end of the year
- Feel free to email wc@slu.edu with any questions

**Monthly Spotlight 3:  Steve Tinge, Toast of SLU**
- [https://toastofslu.toastmastersclubs.org/](https://toastofslu.toastmastersclubs.org/)
- #1 fear is public speaking
- What is a Toastmaster?
  - Involves leadership, not just giving toasts at special occasions
  - They are in charge of the event ranging from speaking & presenting, to organizing the meeting and managing the flow of the meeting
- What is Toast of SLU?
  - Founded in 2013
  - A friendly and supportive place to develop
    - Communication skills
    - Leadership skills
  - A Chapter of Toastmasters International
    - Access to their resources
    - Where Leaders are Made
  - Open to anyone who wants to join – not restricted to only staff/employees
  - Meetings 2nd and 4th Thursdays each month
    - 6-7 via Zoom
  - Members give speeches, take on leadership roles in meetings, and offer constructive feedback
  - Table Topics
    - Members have a chance to respond to random questions during a short period of time
  - Members network and learn about components of communication
    - Grammar
    - Body language
    - Facing your fears
  - Participants will learn
    - Conduct effective meetings
    - Practice time management
    - Enhance their listening skills
    - Sharpen their presentation skills
    - Boost team collaboration
    - Guide successful teams
    - Take and implement feedback
- How might I grow in Toast of SLU?
  - Improve public speaking skills
  - Practice writing speeches and presenting in a group setting
  - Build leadership skills
  - Gain a competitive advantage in the workplace
  - Networking opportunities in a small and supportive environment
  - Build self-confidence and self-awareness
Allow for unlimited personal growth
- Ability to maximize your potential

Why should I join Toast of SLU?
- Build relationships
  - Relationships depend on communication
  - Toastmasters provides tools for developing communication skills
  - Provides safe place to practice your listening and responding skills
- Develop Leadership Skills
  - Leadership is dependent on effective communication
  - Toastmasters provides tools for developing leadership skills
- Improve time management
  - Provides environment to develop time management skills
  - Provides development and planning opportunities

How do I join Toast of SLU?
- Visit our next meeting August 26th @6pm on Zoom
- Toastmasters International dues are only $7.50 per month ($45 per 6 months)
- Toast of SLU is open to anyone who wants to join
  - Email steve.tinge@slu.edu for more information
- Learn more at http://toastofslu.toastmastersclubs.org

Right now we have a dozen members with new members replenishing those that leave frequently

Monthly Spotlight 4: Rhonda Arl, Internal Job Opportunities
- See provided pdf job aid “Your-Career Find-Apply-for-Jobs-Internal”
- Provided tutorial to find the job aid and then find and apply for jobs
  - Go to the Workday application in mySLU.edu/Tools
  - Enter the Job Aid Library
  - Ctrl+F for Workday – works on any Workday page
  - Search for Career – will provide all returns for Career job aids
  - Choose Talent and Performance icon
  - Find Jobs at SLU
  - Then set a job alert to match your search terms
  - Review of how to filter job search
  - Review of the internal job posting parts
    - If a compensation grade is missing, HR can let you know what it is
    - Check the supervisory org information
  - Review of how to apply and the parts on the page
  - It takes less than a minute to apply for an internal job
  - Reviewed how to check on the status of an application
  - All current employees including student workers and faculty must apply internally because they have an active employee profile with SLU
  - Sometimes HR will post internally first and leave it internally first before posting it externally

Announcements:
- 2021 Joyce Huelsmann Award Winner – Kathryn (Kat) Dortch
  - Completed service initiatives at Saint Louis University such as 9/11 Day, serving meals to students in quarantine, and volunteering for Campus Kitchen and Gateway Greening
  - Member of Saint Louis University’s Development Division Stewardship
Committee, Women’s Commission, and Staff Advisory Committee
  o Advisory Board Member of Billiken Bounty
  o Volunteered in outside activities

- Vitality Program to sunset on September 30, 2021
  o Use bucks by 9/30 and the gym rebate by 9/15
- Next month we’ll have an update on the wellness initiative at SLU
- HR bulletin – tuition exchange and FACHEX process is open and the deadline is 10/1
- Skillsoft features stress management, look for it in the HR bulletin
- SAC Treasurer Kathy Barbeau left the University for Las Vegas and Rhonda Arl has agreed to replace her as Treasurer on the SAC executive board this academic year

**Next Meeting:**
Thursday, September 16, 2021
Zoom 12:00 – 1:15 PM

**Scheduled guests**
Mickey Luna – Remote Work Policy

**Adjournment:** Sue Stevens at 12:52 P.M.
Staff Advisory Committees and Representatives – 2021 - 2022

- **Staff Advisory Executive Committee**
  - Chair – Sue Stevens
  - Chair Elect – Judi Buncher
  - Recording Secretary – Kristin Hrasky
  - Corresponding Secretary – Patricia McQueen
  - Membership Coordinator – Rachel Young
  - Treasurer – Rhonda Arl

- **Staff Advisory Sub-Committees**
  - By-Laws Committee – Sue Stevens
  - Service/Events Committee
    - Food Truck Rally – Stacy Mack

- **University Committees**
  - Campus Recreation Advisory Committee – Robert Pampel
  - HLC Re-Accreditation Steering Committee – Rachel Young
  - Honorary Degrees & Special Recognition Committee – vacant
  - Medical Ad Hoc – Sue Stevens
  - Operational Excellence – Project Review Committee – Alexis Bruce-Staudt
  - Policy Review Committee – Missi White-Luster
  - Parking Issues – Matt Campbell
  - President’s Diversity Council – Pamela Jackson
  - Speech, Expression and Civil Discourse Committee – Anne Imlay, Bob McNair
  - Tobacco Free Workforce – Ellen Weis
  - University Leadership Council – Sue Stevens

- **Board of Trustee Committees**
  - Academic Affairs – Sharon Spicer
  - Business & Administration – Sue Stevens
  - Development – Kristin Hrasky
  - Marketing and Branding – Patricia McQueen
  - Mission and Identity – Christine Luebbert