



SACRAMENTO
STATE

Welcome!

Please take a seat and sign in at your table.





SACRAMENTO
STATE

Session One: Inclusion & Belonging





Land Acknowledgement

We acknowledge, with respect, the land our campus is on today was, and continues to be, the homelands of the Indigenous people of this area, the Nissim-Pawenan, Nisenan, and Miwok. The larger Sacramento area and its rivers serve as a gathering place for many local tribes from the surrounding valley and foothills including the Southern Maidu, Patwin, and Wintun.

We recognize these lands and riverways as unceded traditional territories of these Native peoples. We further recognize these California Native nations and respect their sovereignty. By offering this land acknowledgement, we affirm a commitment to build relationships and foster a university environment of success to better serve Native nations and communities.

Session Speakers

Meet today's speakers.



Mabelle Martin
Senior AVP of Human Resources



Beverly Gentry
Director of Learning and Development



Michael Nguyen
Chief Diversity Officer,
Inclusive Excellence



Jennifer Wagelie
Director of Cultural
Development & Equity
Initiatives

Hive6 Leadership: Pillars of Success

Session Structure



Learning

An icon representing learning, featuring an open book with a lightbulb above it, emitting rays of light. The entire icon is contained within a purple square frame with a white background.

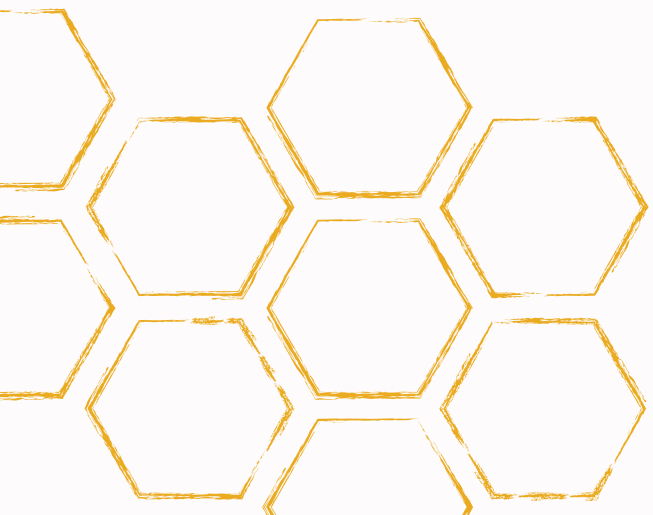
Activity

An icon representing activity, showing two hands placing puzzle pieces together. The entire icon is contained within a dark green square frame with a white background.

Application

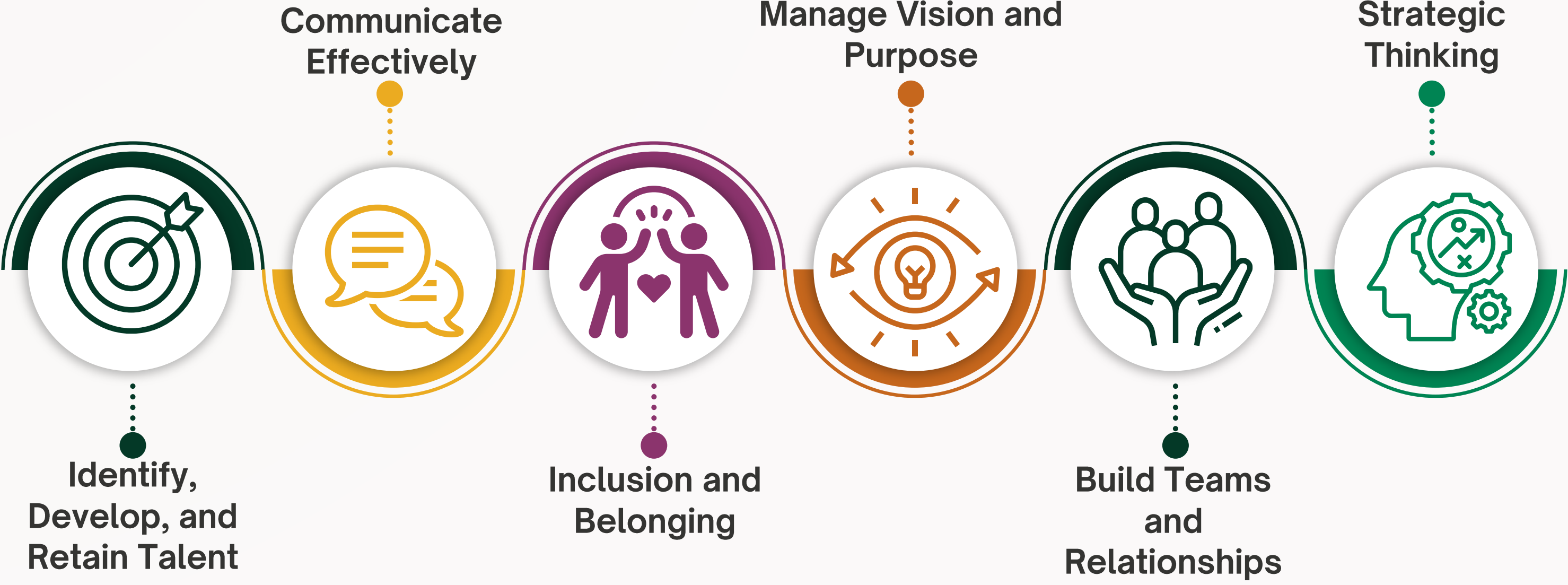
An icon representing application, showing a profile of a head with three interlocking gears inside, symbolizing thought and application. The entire icon is contained within an orange square frame with a white background.

Networking

An icon representing networking, showing two hands shaking in a firm grip. The entire icon is contained within a dark green square frame with a white background.



Hive6 Leadership: Pillars of Success



Hive6 Leadership: Pillars of Success Purpose

- **Align leadership** across multiple organizational levels of the university in accordance with the Strategic Plan and the Hive6 leadership competencies.
- Create **common behavioral expectations**, shared meaning and language across leadership.
- Develop a network of leaders who understand how to **balance managing** in the current moment while leading towards the future.
- **Learn from one another**, enhance collaborative thinking, and sense of belonging amongst university leaders



Today's Pillar: Inclusion & Belonging

- The leader:
 - Promotes engagement, development, and equitable treatment and opportunity.
 - Demonstrates respect for individual differences and fosters sense of belonging.
 - Speaks out against insensitive words/actions or those inconsistent with mission and values.
 - Identifies inequitable policies and practices in their unit and implements improvement strategies to ensure more equitable outcomes.



Equity

Opportunity

Respect

Belonging



Today's Pillar: Inclusion & Belonging

Learning Objectives

1. Reflect on their sense of belonging and of the employees they manage.
2. Create actionable goals that are culturally-grounded, human-centered and data-informed.
3. Feel a sense of belonging with other university leaders

Reflect
Create
Feel

Maximize Your Learning:

- Participate
- Take Space, Make Space
- Treat Confidentially
- Network and Connect

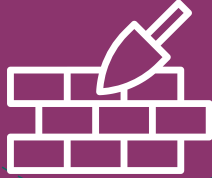


Chief Diversity Officer Introduction



Michael Nguyen
Chief Diversity Officer,
Inclusive Excellence

Why Inclusion & Belonging First?



Foundation of Leadership



Unified Framework



Equitable Leadership



Catalyst for Change

Inclusive Excellence Framework



Culturally Grounded



Human Centered



Data Informed



Our 3 Pillars:

Collaborative Servingness

Cultural Insights

Compassionate Compliance

Inclusive Excellence Framework



Culturally Grounded

- We help individuals and organizations explore their cultural values, beliefs, and practices to recognize both successes and barriers.
- By identifying common ground and differences, we foster mutual understanding and immerse ourselves in diverse perspectives.
- Our culturally grounded approach ensures that progress and outcomes are deeply connected to cultural contexts.

Inclusive Excellence Framework



Human Centered

- We prioritize individual well-being and consider the impact of trauma on decision-making through a human-centered approach.
- By focusing on personal development through storytelling, we help individuals express their experiences and grow.
- Our goal is to empower individuals and create positive change in the human condition.

Inclusive Excellence Framework



Data Informed

- We prioritize data-informed decision-making, focusing on people and culture for continuous improvement and assessment.
- Our approach empowers organizations and individuals to make evidence-based decisions rooted in equity and cultural awareness.
- By using data, we guide outcomes that are aligned with both equity and cultural values.

Survey Results

Demographics

n=51

The majority of respondents are in the 35-54 age range (66%).

There's a fairly even distribution of tenure, with a slight skew towards newer employees (40% have been at Sac State for 3 years or less).

The gender distribution shows more female respondents (67%) than male (33%).

The majority identify as heterosexual (90%) and white/European (60%).

Survey Results

Relationship with Institution

There's a mixed perception of how Sac State recognizes individual contributions. About 55% of MPPs feel their unique contributions are recognized, while 28% disagree.

Employees generally feel proud to work for Sac State (78% agree) and believe in the organization's mission and values (86% agree).

There's a strong sense of connection with the institution among 70% of respondents.

Survey Results

Relationship with Supervisors



MPPs generally feel more positively about their direct supervisors than about the institution as a whole

78% feel their unique contributions are recognized by their supervisor.

82% feel encouraged to bring their whole self to work by their supervisor.

82% feel supported in balancing work and personal life by their supervisor.

Survey Results

Self-Perception as Managers



MPPs generally rate themselves highly as managers.

80% believe they recognize their team's unique skills and perspectives.

77% feel they encourage their team to bring their whole self to work.

92% feel they support their team in balancing work and personal life.

Survey Results

Areas for Improvement

Career Development

Career development opportunities seem to be an area of concern. Only 46% feel they have adequate resources for long-term career development.

Perceived Value

Some employees express feeling devalued when their input is disregarded or when they're not included in decision-making processes.

Equity Concerns

There are concerns about equity in promotions and salary increases.

Recognition

Some employees feel a lack of recognition for their work, particularly during challenging times like the pandemic.

Survey Results

Overall Observations

MPPs generally rate themselves slightly higher as managers compared to how they rate their own supervisors, particularly in areas like supporting work-life balance and fostering team connections.

The differences are relatively small, indicating that MPPs generally have a positive view of both their supervisors and their own management skills.

There's a slight tendency for MPPs to believe they're doing a better job at supporting their teams than their supervisors are doing for them, especially in terms of work-life balance (a 10 percentage point difference).

Both MPPs and their supervisors seem to be doing well in areas of recognizing contributions and encouraging authenticity at work, with very similar percentages.



Take 1, Give 1

Deepen your understanding of the Assessment results while building connections with your colleagues.

1. Grab three Post-It notes.
2. On each note, write one takeaway from the Assessment results.
3. Stand up and find someone you don't know.
4. Exchange takeaways: Share yours, then listen to theirs.
5. Swap notes: Give them your best takeaway, take their best takeaway.
6. Repeat steps 3-5 with at least two more people.
7. Once you've completed three exchanges, return to your seat.



Break Time!

Please take a 5 minute break.
When you return, please move to another table
and introduce yourself to your new tablemates.



Equity Dilemmas

Tips for Participants

- **Be Respectful:** Listen actively and respect differing viewpoints to foster an inclusive environment.
- **Contribute:** Share your insights and experiences. Every participant's contribution is valuable.
- **Stay Engaged:** Remain focused on the theme and prompts to ensure productive discussions.
- **Follow-Up:** Consider ways to continue the conversation and take action beyond the session.



Equity Dilemmas

Instructions

- **Step 1:** Begin by going around the table to introduce yourselves to each other
- **Step 2:** Assign or volunteer for the the following roles:
 - A recorder to take notes during the discussion.
 - A spokesperson to summarize the table's discussions for the larger group.
 - A timekeeper to ensure discussions stay within the allotted time.
- **Step 3:** Using the prompt provided in your envelope, engage in focused discussions on your chosen theme. Each prompt is based on one of the seven.
- **Step 4:** When wrapping up your table discussions, the recorder should provide the spokesperson with the key takeaways to share out as well as the actionable step you have agreed to take based on your discussion.

Goal Setting



Articulating Goals & Outcomes



- What are goals in relation to a strategic plan?
 - Why are they important?
- How do you identify and articulate goals
 - What do you hope to accomplish—or hope students will accomplish by way of interaction with your office?
- In terms of outcome(s), begin with the end in mind.
 - What is the ideal end result?
- SUBJECT – VERB – OBJECT

Goal Setting

- Part One: What do you hope to accomplish related to Inclusion and Belonging?
- Part Two: How will you accomplish this goal? What are the actions and steps you will take to get there? How will you know if you've accomplished the goal?





Pair and Share

Instructions

- Find a partner at your table.
- Take 2 minutes each to share your inclusion and belonging goals.
- Briefly discuss any common themes in your goals.
- Agree on one way you can support each other's goals.
- Be ready to share one insight with the whole group.



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Equity

Opportunity

Respect

Belonging

Our Hive, Our Home

- Future sessions and feedback survey
- Upcoming Events - encourage your team to participate:
 - Benefits Fair, TODAY, 11:00 am - 1:00 pm, University Union, Pacific Suite (3rd floor)
 - Compliance Training push for Fall begins soon
 - Tuesday and Thursday at noon: Tai-Chi & Kung Fu with Mark Wheeler in the Acorn Amphitheater
 - October 1, 11am-2pm: Office for Equal Opportunity Love Fest
 - Cultural Performances at all Home Football Games (Next game is October 5th)
 - October 9, 11am-1pm: Filipino American History Month Kick-Off with Food Trucks and Games
 - October 10th at 5:10pm: Soundbath in the Acorn Amphitheater





Learning & Development

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Inclusive Excellence

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THANK YOU