

**From:** [Department of Communication Sciences and Disorders](#)  
**To:**  
**Subject:** A message from the Department of Communication Sciences and Disorders  
**Date:** Tuesday, June 30, 2020 11:08:00 AM

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June 30, 2020

To All Members of Our Academic Community-

The Department of Communication Sciences and Disorders' Strategic Plan for 2018-2023 includes diversity, inclusion and access, social responsibility, and global engagement among its values. Without these values, we know that we cannot meaningfully achieve our mission: To train highly competent professionals in the fields of speech-language pathology and audiology by providing a rigorous scientific background and diverse clinical experiences while fostering a dedication to lifelong learning and community service.

As communication professionals, our faculty stand in solidarity against discrimination and disequity in all areas of our society, including education and healthcare. We recognize that systemic racism continues to exist and we fully support Sacramento State President Robert S. Nelsen's pursuit of actions designed to address racism, bias, and discriminatory practices on our campus.

Our faculty are committed to engaging in discussions with our academic community about how we can best actualize the values mentioned above within our strategic goals. We also recognize that without sustained, long-term action, we cannot achieve this. Furthermore, a culture that embraces our values is not possible if every student, alum, client, staff, faculty member and stakeholder is not seen and heard, which underscores our appreciation for your communication.

We are pleased to share with you our Communication Sciences and Disorders Department Preliminary Action Plan for Inclusion, Equity and Anti-Racism, which was posted on our webpage on Monday, June 8, 2020 (<https://www.csus.edu/college/health-human-services/communication-sciences-disorders/>). This preliminary plan, which will become part of our Strategic Plan, lists seven areas that have been initially identified by our faculty for review and development. Our faculty recognize and acknowledge that this will be an ongoing process, and we are committed to holding ourselves accountable to the development and execution of substantive, meaningful change. As we continue to develop this Action Plan, we will be seeking feedback, correction, and engagement from our stakeholders. We will ensure that student experience and voice are included in every part of the process and development of the plan. We will continue to revise and update the

Action Plan in response to the feedback that we receive from the Sacramento State Office of the President, the Sacramento State Division of Inclusive Excellence, and, most importantly, from our community, which includes our students, alumni, clients, colleagues, and all other stakeholders. To that end, our faculty will be reaching out in a variety of ways, including surveys, forums, and focus groups.

Simply stated, in solidarity with President Nelsen's commitment, our faculty's primary initiative for the 2020-2021 academic year will be to foster purposeful discussions so that we may, in consultation with the Sacramento State Division of Inclusive Excellence, systematically examine our policies, processes, procedures and curriculum to ensure that they are anti-racist, inclusive, and grounded in cultural humility.

Our faculty appreciate and value the input and support the community has provided to our students and their programs of study for nearly 68 years. Over that time, the department has embraced being dynamic, not static, adding and modifying curriculum, policies, procedures, and spaces to meet the needs of its stakeholders. We will not fall short of that history now. We heartily encourage you to join us in this purposeful and critical endeavor.

Thank you, as always, for your support and guidance.