

## Justice for All

### Dear Hornet Family:

As we embark on reflection, renewal, and remembrance that the new year brings, I want to start with a different practice in my messaging. Usually, the Division of Inclusive Excellence focuses its messages on the individual monthly affinity group's empowerment, elevation, education, and celebration. Yet, I have been thinking a lot about our connectivity, interdependence, collective action, and the themes that bind rather than separate us. This year, in writing a single message, I acknowledge important dates in January that affect three distinct groups, yet have implications for us all.

Dr. Martin Luther King Jr., known as the nonviolent father of the civil rights movement, was born on Jan. 15, 1929. His contributions to our nation's history reach far beyond his celebrated "[I have a Dream](#)" speech. As we reflect upon Dr. King's life and contributions on Monday, Jan. 16, designated as the federal holiday honoring him, the Division of Inclusive Excellence asks you to consider researching and learning about the sacrifices that he and countless others across racial and cultural differences made for tens of millions of people in our nation and beyond. Today, we all are beneficiaries of these living sacrifices. The least we can do is to know more about the people who labored to ensure the protection of the civil rights we enjoy daily. For example, who is [Anne McCarty Braden](#), whom Dr. King mentioned in his "[Letter From Birmingham Jail](#)"? What other European-American and people of color stood in solidarity with Dr. King and sacrificed their lives, too? What is your plan on Jan. 16<sup>th</sup> to ensure that Dr. King's legacy and sacrifice will never be in vain? How will the Sac State collective "we" support the promises of equality, equity, liberty, and justice for all and perpetuate and maintain it for future generations?

As we look forward to laying the foundation for future generations, and celebrate our country's diversity and the richness it breeds, we also recognize and observe Lunar New Year during the Jan. 22 – Feb. 9 period of renewal. Lunar New Year is celebrated by over 2 billion people worldwide and is marked by the cycles of the [lunisolar calendar](#). This is the year of the [Water Rabbit](#), which symbolizes sensitivity, longevity, intuition, prosperity, and inner peace.

In this season, let's look beyond ourselves and inquire about how we can be more sensitive to the history, culture, condition, and longevity of others. What is our intuition urging us to do to combat anti-Asian hate, antisemitism, anti-Blackness, and anti-immigrant rhetoric? How might inner peace influence worldwide peace across every mountain, hill, molehill, valley, hamlet, state, city, village, nation, and university?

Sac State is a University on mission to become antiracism, inclusive and anti-oppression. I believe that to achieve world peace, we must first acknowledge historical facts and present-day atrocities that remind us of the importance of fighting for justice for all.

Justice for all no matter where oppression happens is a concept that we can universally practice. Jan. 27<sup>th</sup> was established by the United Nations as [International Holocaust Remembrance Day](#). It is a day to pause and hold space for testimonies, conversations, and speakers to lift and remember the 6 million Jews, 5 million Soviet prisoners of war, Romany (Gypsies), Slavs (Poles, Russians), Jehovah's Witnesses, physically and mentally disabled persons, and homosexuals who were murdered by Nazi Germany (1933-1945). What must we do to end antisemitism in any and all forms? How will we respond and act to combat discrimination by ancestry, ethnic characteristics, or gender expression? It is critical that the Holocaust in Germany be elevated and held with disdain similar to our nation's tragic practice of slavery and Jim Crow (1619-1965) that sparked the civil war and was the backdrop of the [U.S. civil rights movement](#), where more than 15 million African men, women, and children were killed, discriminated against, and systematically excluded from opportunities that still have implications today.

To remember is a powerful way to combat repeating horrific and life-altering tragedies like the Jewish Holocaust, African slavery, Japanese and Nazi concentration camps, genocide of Native peoples – a list that, unfortunately, goes on. Common among these tragedies is that they could have been avoided through cross-cultural appreciation, sensitivity, and collective action to combat supremacy of any kind.

To that end, at Sac State we are embarking on a new journey of cross-cultural appreciation and collective action with the piloting of the Office of Cultural Transformation's Belonging + Bridging Communities program. We are inviting a targeted group of individuals to join us in a critical discourse experience that encourages the exploration the complexity of and solutions to equity and inclusion dilemmas, while also bridging across communities and empowering collaborative efforts to end oppression. Once we pilot the initial target groups, we look forward to expanding the experience to a broader set of students, staff, faculty, and administrators across our campus.

Whether it's joining the Belonging + Bridging experience, engaging in meaningful discussion at the next [Green & Gold Speaker Series](#) event, participating in the coming [AICP Spring Symposium](#), or Juneteenth activities; there are many ways for each of us to actively engage our process of becoming a more inclusive and equitable community.

I am encouraged this year as we enter year two of our [Antiracism and Inclusion Campus Action Plan \(AICAP\)](#) and journey toward BECOMING an antiracism and inclusive campus. We are making steady progress toward our goals and look forward to the sustained impact that our labor will harvest.

**In partnership,**

**Dr. Mia Settles-Tidwell**  
**VP for Inclusive Excellence and University Diversity Officer**

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