



FROM THE DIVISION OF INCLUSIVE EXCELLENCE

Thank You for Attending the 2023 AICP Spring Symposium

“We all have inherited 'isms and phobias' and we are situated very differently to address them.”

-Dr. Mia Settles-Tidwell

Dear Campus and Community Partners,

Going through a metamorphosis is a staged process and experience of transformation that takes time, investment, education, engagement, and exposure. One and a half years ago, our campus set out on a journey believing we could address some of the challenges of ableism, elitism, racism, sexism, homophobia, bias, hate, discrimination, and oppression in all forms. We acknowledge and understand that the original design of higher education did not include all.

Last week's Antiracism and Inclusive Campus Plan (AICP) symposium moved us to the second stage of our metamorphosis, BECOMING, as we co-constructed ways to re-design higher education. There we shifted from competition to collaboration, from selectivity and elitism to equal access, from hazing to acceptance, affirmation, and mattering, from calling people out to calling people in.

The President and the Division of Inclusive Excellence would like to thank our campus community for exceeding our expectations and attending the AICP Spring Symposium on Tuesday March 28, 2023. The workshops, SPARK sessions, speakers, tabling, and action collaborations allowed us to advance our commitment to co-constructing innovative ideas and solutions to common campus dilemmas on our shared journey toward becoming an antiracism and inclusive campus. The anecdotal feedback about symposium was overwhelmingly positive. This would not have been possible without all the presenters, facilitators, panelists, and volunteers who enthusiastically offered their knowledge, expertise, and energy to make this campus learning lab a success. To capture the experience of our attendees, make improvements to our future learning opportunities, and measure the impact of the 2023 AICP Symposium, please complete the [post-symposium experience survey](#).

We would also like to invite you to our final 2023 Green & Gold Speaker Series on Environmental Justice. We are excited to introduce to our campus, Dr. Mustafa Santiago Ali, Executive Vice President of the National Wildlife Federation. He will join us for this hybrid event on Monday, April 10, 2023, Noon-1:00pm, in the University Ballroom. For those who would like to join the zoom webinar, please log on at <https://bit.ly/GreenandGold-EJ>.

As we embark on the second leg of our transformation journey, I am encouraged, excited, and entrenched with hope that we will shed our prickly caterpillar-like history of pain and oppressive power and emerge a beautiful butterfly of purpose, passion, and promise for a better and preferred future.



In partnership,

Mia A. Settles-Tidwell, Ed.D. (she/her)
Vice President and University Diversity Officer
Division of Inclusive Excellence

[View Online](#)



California State University, Sacramento
6000 J Street, Sacramento, CA 95819
(916) 278-6011 | www.csus.edu

[Subscribe](#) to our email list.