



## FROM THE DIVISION OF Inclusive Excellence

### Welcome Back!

Dear Hornet Family,

Welcome to the start of a new academic year at Sacramento State. I hope that you had an enjoyable and restorative summer break and are just as eager as the Division of Inclusive Excellence (IE) team to kick off the semester.

Guided by the [Antiracism and Inclusive Campus Plan \(AICP\) report](#) as our North Star, IE leads Sacramento State's efforts to create a welcoming, caring, and inclusive campus community free from all forms of discrimination and oppression, where all students, faculty, staff, and community members know they belong. For those who are new to Sac State, the AICP is our institutional response and call to action to address predictable, systemic, and historic inequities.

Unfortunately, we have experienced the perpetuation and maintenance of hate symbols and messages on our campus that are anti-Semitic, anti-Black, anti-Asian, and homophobic. **There is no room at Sacramento State for hate in any form.** As a response, this fall we will proactively put in place quarterly walks around the campus to observe the environment and to ensure that our property is not defaced with hate symbols and messages, which is a crime (vandalism). We are also encouraging our campus community to report hate incidents and bias through our [bias reporting tool](#). We will remove these symbols and messages immediately upon report.

On a positive note, we have some amazing plans to engage the campus as we continue BELIEVING that we, as a community, strategically and intentionally can address the challenges we face. This year, we will focus on Justice. On Sept. 12, we kick off the [Green and Gold Speaker Series](#), with a 2022-23 focus on Justice, with keynote speaker and OneBook featured author Haben Girma, who will speak about Disability Justice. [Please register](#) for this amazing opportunity to engage with and learn from Haben. Future topics in this series will include Tribal Justice, Reparations as a form of Justice, and Environmental Justice. To learn more, please visit our Green and Gold Speaker Series webpage.

We are excited to partner with Wide Open Walls (WOW), to host the creation of our newest campus mural this fall. The mural, which is the second goal of the AICP, will reflect our year of **BELIEVING**. Six artists will be selected from the Hornet Family, including students, faculty, staff, and alumni. We are accepting submissions online through Sept. 19. To learn more and to submit your proposal, [click here](#).

Additionally, we are excited to host Sac State's first Antiracism and Inclusive Campus Symposium on Oct. 28. All are encouraged to participate. As we transition from virtual pandemic life back to on-campus life, we thought it would be beneficial to showcase and elevate all the great social justice-inspired resources on our campus, such as our [equity programs](#) and the [Center for Race, Immigration and Social Justice \(CRISJ\)](#). This symposium will be like no other. Each participant will walk away with tools to use as we practice the behaviors of an antiracism and inclusive campus.

This fall we will continue making progress on our 27 goals and over 200 action steps, within our [AICP Action Plan](#), as we move through Phase I of implementation. As a campus community, we have made progress on:

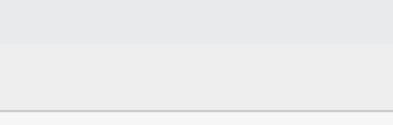
- Reconstituting our Antiracism and Inclusive Campus Advisory Council.
- Developing an exit survey to learn more ways to strengthen and retain diverse employees.
- Increasing the number of gender-inclusive bathrooms.
- Engaging the community in an Antiracism Mural Project.
- Increasing our faculty diversity and working toward supporting them as they join the Hornet Family.
- Growing the Inclusive Excellence Division to include an office for Disability Justice and introducing a new restructured Office for Cultural Transformation.
- Celebrating campus stakeholders who are [Caught in the Act](#) of embedding antiracism and inclusion in policy and practice.
- Offering opportunities to solve common equity dilemmas through Communities of Practice.
- Launching an Inclusive Campus Calendar to increase the awareness of federal, state, local, and a variety of religious denominational holidays and observances.
- Planning for Sac State to host the CSU systemwide Juneteenth Symposium in 2024.
- And much, much more.

As we continue this fall laying the foundation on our Year 1 of **BELIEVING** and prepare for the start of Year 2 of **BECOMING** in the spring, we invite each of you to join us in making Sac State a campus where everyone **BELONGS**. Let's commit this year to use our power and privileges to let justice be realized on our campus. As the fictional character Samantha Booke stated in the movie The Great Debaters, "...the time for justice is always right now!"

In partnership,

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

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