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 result, 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 https://reportincalsection.com.

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 BELEIVING 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.

As we continue this fall laying the foundation for Year 2 of our Antiracism and Inclusive Campus Plan (AICP), 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, 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 6th 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, including students, faculty, staff, and alumni. We are accepting submissions online through Sept. 19. To learn more and to submit your proposal, click here.

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.
- Launching the Antiracism and 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 anti-racism and inclusion in policy and practice.
- Offering opportunities to solve common equity dilemmas through Communities of Practice.
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- 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 BELEIVING 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 peace be realized on our campus. As our fictional character Samantha Boskuk 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