

## End of Year Message

### Dear Campus Community,

The Division of Inclusive Excellence is grateful for your full support and participation in advancing the recommendations outlined in the [Antiracism and Inclusive Campus Plan \(AICP\)](#). We have laid the foundation for accelerating implementation of the plan in real and tangible ways since our February 2022 Convocation.

As our academic year ends, it is important to acknowledge our amazing faculty and staff and congratulate our 2022 graduates for completing their college degrees. We hope that you who are “Made at Sac State” will go forth and practice the values of antiracism and inclusion in your future endeavors.

This message is offered to ensure that the entire campus understands where we are in our Year 1 focus on **Believing** and what is to come in the fall.

### AICP Advisory Council

In accordance with AICP recommendations, we invite members of the campus community to [submit interest forms](#) to participate on the reconstituted [Antiracism and Inclusive Campus Plan Advisory Council](#). This council will provide strategic advice and proactive guidance and will assist the vice president for Inclusive Excellence in making informed decisions, prioritizing, and tracking the implementation of the AICP Action Plan.

### AICP Action Plan

Utilizing the AICP as a guide, the President’s Cabinet has taken initial steps to develop an [AICP Action Plan](#) with 25 goals, more than 200 action steps, and timelines to move forward plan recommendations. We are submitting this living document for campus comment and feedback. The comment period is open through the end of August. The AICP-Year 1 Action Plan document will be on the Inclusive Excellence website and will be the guiding document of the AICP Advisory Council.

### Acts of Bias and Harm Reduction Biannual Report

We are excited about the progress of our Belonging Education and Support work. We have produced a semiannual impact report on the Acts of Bias Reporting Tool. The data from the [Acts of Bias and Harm Reduction Biannual Report](#) will serve to inform systemic changes to our campus culture that will increase belonging here.

### Disability Justice

We are growing the division and closing gaps in equity-based services as we build a new Disability Justice program within Inclusive Excellence for cross-campus impact. We are in the final stage of hiring a director of Universal Access and Inclusion. The director will work with multiple divisions to coordinate and streamline structures of support for persons with disabilities, improve the experience, and make foundational enhancements of access and inclusion throughout Sac State.

### Caught in the Act Spotlight

Additionally, we are thrilled to recognize and spotlight our first three [Caught in the Act](#) champions for practicing antiracism and inclusion. Please be on the look out for the featured stories on each honoree as they share their work in advancing the AICP.

### Faculty Diversity and Inclusion

In partnership with Academic Affairs, the Faculty Diversity and Inclusion Program within Inclusive Excellence has expanded the Diversity Hiring Program to better support faculty search committees to embed inclusive practices in their searches. We also have made additional investments in funding DEIBJ (diversity, equity, inclusion, belonging, and justice) proposals to advance the work of DEIBJ into every department and college. We anticipate promising outcomes from this work.

### What’s to Come ...

In the fall, the campus community will have access to a newly developed Inclusive Champions Certificate program. This self-guided modular program has been intentionally curated to create a pathway for foundational DEIBJ learning in both personal and professional contexts. A call to participate in the evaluation of this multi-modular LinkedIn Learning pathway is planned to start in August 2022.

Finally, we are gearing up for a Fall Antiracism, Inclusion, and Social Justice Symposium that will call together Sac State practitioners to curate opportunities for collective impact and create toolkits that will advance the work of closing predictable and historic inequities at Sac State.

We would like to thank the Associated Student Inc. (ASI), Faculty Senate, college deans, the President’s Cabinet, the Foundation Board, Alumni Association, Employee Affinity Groups (EAGs), Belonging Education Support Team, 2022 Convocation Steering Team and participants, IE Search Committees, CCE, the Antiracism and Inclusion Action Planning Groups, and the Sac State community at large for your work and commitment to transforming the campus experience for all. Without each of you and your collaborative spirit, the Division of Inclusive Excellence could not succeed in advancing this work.

We look forward to our continued progress.

**In partnership,**

**Dr. Mia Settles-Tidwell, VP for Inclusive Excellence & the Inclusive Excellence Divisional Team**

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