

Looking Back; Looking Forward

Dear Campus Community,

Looking Back

It is amazing to look back on the progress we have made in our pursuit to become an antiracism, inclusive, and anti-oppression campus. We started the year believing our campus had some problems and believing through collective and strategic actions, we could do something about those problems; and we did!

During the 2022–23 academic year, we curated and displayed our first set of **BELIEVING** murals located on the walls of Santa Clara Hall. Besides the unveiling of the seven inspirational murals, one of my fondest memories was witnessing a group of potential Hornets, taking selfies, with the Believing murals as the backdrop. I had the great fortune to speak with the students about the vision of becoming an antiracism and inclusive campus. They were thrilled to learn about what we were doing and why they should choose Sac State as their first choice for college.

Additionally, we moved the needle on our [Antiracism & Inclusive Campus Action Plan \(AICAP\)](#) goals, with over 70% of the year 1 goals completed, 25% in progress, and 5% not yet started. I would like to thank our Antiracism & Inclusive Campus Plan (AICP) Implementation Advisory Council, Anchor University, ASI Leadership, Community Engagement Center, Employee Affinity Groups, Facilities Department, Faculty Senate, Human Resources, Inclusive Excellence Team, Information Resource Technology (IRT) Team, University Communications, University Advisory Budget Committee, and Cabinet members for their continuous and enthusiastic support in making the AICP goals and action a reality.

The Division of Inclusive Excellence also sponsored some outstanding learning opportunities through our [Green and Gold \(G&G\) Speaker Series on Justice](#), [AICP Spring Symposium](#), and joint sponsorship with Academic Affairs for diversity, equity, inclusion, belonging, and justice (DEIBJ) activities in our colleges and academic departments. Through these opportunities, we were able to host 1000+ individuals in learning and unlearning activities that moved us closer to our goal of equipping our campus community with tools to address “isms”, “us vs. them”, and “phobias” head on. Our G&G Speaker Series Exhibit on the World History of Reparations (1783 – Present) was so impactful that Secretary of State, Shirley Weber, has taken our exhibit on her tour of California with the Reparations Taskforce. We are also looking back on the education we received during our Sexual Assault Awareness Month and Day of Action activities. We will continue to be intentional, preventative, and proactive in our pursuits to end all sexual violence, sexual harassment, intimidation, etc. at Sac State and beyond.

Throughout the academic year, the Division of Inclusive Excellence consulted with multiple departments, divisions, programs, and service providers to solve DEIBJ dilemmas, develop strategic plans, construct diversity task forces, and create diversity statements. We offered our [IE Consultation and Support Request form](#) through OnBase, which allowed us support the campus community in solving DEIBJ dilemmas. We also had the grand opportunity to customize a workshop with our wonderful custodians and groundskeepers on how to identify hate symbols, signs, and messages on our campus to ensure we remain a campus where everyone belongs. Furthermore, we were able to increase awareness and update policies focused on disability justice for and with our disabled communities.

In addition, we launched our [Belonging + Bridging Pilot Program](#) with four intersectional groups: African American/Black, European Americans, Jewish, and Latiné communities. The learning through this pilot program, led by Dr. Rose Borunda, was rich and remarkable. One of the most profound hidden gems from this pilot was the discussion of the number of European Americans who were abolitionists and fought against systemic racism. We could not have done any of these things without the unwavering support of our abolitionist president, Robert S. Nelsen. We will be forever grateful for the thoughtful investment of his time, energy, and leadership to ensure access, excellence, equity, and inclusion remained central and actionable in our mission.

Looking Forward

We are looking forward to welcoming, alumnus and new president, [Dr. Luke Wood](#). Dr. Wood is no stranger to strategically addressing racial injustice and inequity issues; he is a national voice for the CSU system and a former vice president for student affairs and university diversity officer at San Diego State University. He was most recently featured on the [Dr. Phil show](#) discussing the importance of diversity in our colleges and universities. We are confident that he will continue this great legacy of support for diversity, equity, inclusion, belonging, and justice throughout his tenure and during what we anticipate being an uphill battle as our nation grapples with acknowledging historic and predictable inequities.

As we continue our journey in 2023-24 and enter year two, **BECOMING**, of our five-year AICP strategic framework and action plan, you will be able to track the journey with us by viewing our AICP Progress Tracker that can be found on the IE webpage this fall. We will also focus our attention on our LGBTQ+ community, Disabled communities, as well as explore how to address cultural taxation, classism and the hierarchy of human value in our system. Stay tuned for what's to come as we build our knowledge to move the needle on issues surrounding these topics as well.

As we look forward, our [2023-24 Green and Gold Speaker Series](#) will focus on Belonging Journeys of four ethnic groups who are rarely discussed: Latiné, Jewish, Asian, Pacific Islander, Desi, South Southeast Asian, and North African/Middle Eastern communities. Please check out our G&G Speaker Series webpage for more information on how participate in the discussions and support these intersectional communities.

We are looking forward to addressing all forms of antisemitism and will not stop until our campus is free of this form of hate. We will continue to work on belonging for our Jewish community and partnering with the Sacramento Jewish Federation and the UC Berkeley Antisemitism Education Project. Please visit our [IE webpage](#) and learn more about our addressing antisemitism campaign and how you can be a part of it.

We are also looking forward to the launch of the Black Success Initiative. For far too long, our Black/African American community have been discussed from a deficit perspective, promised justice, yet as Dr. Martin Luther King said, “came back with a check marked insufficient funds”. It is time now that we demonstrate results through strategic, sustained deposits and investments in the Black community. Through the work of our Black Success Initiative Taskforce made up of students, staff, faculty and administrators, we expect success and will track our progress on our strategic goals and actions.

Additionally, we are looking forward to our upcoming campuswide [Juneteenth at Sac State](#) event, sponsored by Inclusive Excellence, UEI, MLK Center, and Anchor University to be held on Tuesday, June 13, 2023, from 11a.m. – 2 p.m. at the Main Quad near Lassen and Sacramento Halls. We will have free food, games, education, music, prizes and much, much more. We will also join for, the first time, the [Sacramento Juneteenth](#) parade and table at the celebration on Saturday, June 17, 2023. We would like to see as many of our Sac State employees, students, alumni, and community members at both events.

Last but not least, we are looking forward to hosting the systemwide CSU Juneteenth Symposium 2024 in Sacramento. Please mark your calendars for June 13 - 14, 2024. We know that this upcoming year will catapult us into another dimension of success, access, diversity, equity, inclusion, belonging and justice.

In partnership,

Dr. Mia Settles-Tidwell,
Vice President for Inclusive Excellence and University Diversity Officer

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