



## FROM THE DIVISION OF Inclusive Excellence

### In Support of Multi-faith Religious and Cultural Inclusion

**Dear Hornet Family,**

Religious inclusion is a topic rarely discussed in educational settings, nor has it been a primary focus of much of the diversity, equity, inclusion, and belonging conversations on college campuses. The Division of Inclusive Excellence believes that, to achieve true inclusion and diversity, it is important to recognize and connect religious freedoms to our commitment to become a campus free from bias, discrimination, racism, persecution, and oppression of any form.

Religious freedom is one of the First Amendment's foundations and guarantees, as is the government's non-establishment of any one faith. Sacramento State is proud of its diverse community, where many cultures and religions are represented, including but not limited to Baha'i, Buddhist, Christian, Hindu, Islamic, Jewish, Sikh, and other faiths. Many holidays observed by these faiths are not reflected in our institutional calendar, therefore the Division of Inclusive Excellence is working to include on its website a [Multi-Faith Inclusive Calendar](#), which will describe the diverse religions, the time of year of their observances, and some of their accompanying practices.

In accordance with Sac State's [Religious Observance Policy](#), no student should ever have to choose between important religious observances and academic or athletic commitments. This policy provides for students who wish to participate in religious observances that conflict with other obligations to proactively make arrangements with their instructors and coaches to do so. The campus policy complies with the California Education Code 89320 and provides mechanisms for instructors to accommodate students' planned absence for religious observances with respect to tests, examinations, graded assignments, deadlines, or class participation.

Faculty and staff are encouraged to request time off as early as possible for planned observances, pursuant to the applicable [collective bargaining agreement](#) or relevant time-off [policy](#).

For instance, this September and October members of the Jewish faith celebrate [Rosh Hashanah](#), which begins on the evening of Sept. 25 and ends the evening of Sept. 27, and [Yom Kippur](#), which begins on the evening of Oct. 4 and ends the evening of Oct. 5. Additionally, on Oct. 24, Hindus, Sikhs, and Jains may observe [Diwali](#), a five-day festival of light that combines several different festivals in honor of their new year harvest.

As a campus on a mission to ensure inclusion, belonging, justice, and access for all, we would like to acknowledge the need for increasing awareness and inclusion of various cultural observances on campus as we follow through with our commitment to become an antiracism and inclusive campus.

**In partnership,**

**Dr. Mia Settles-Tidwell, VP for Inclusive Excellence**

**Dr. Carlos Nevarez, Interim Provost for Academic Affairs**

[View Online](#)



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

[Subscribe](#) to our email list.