**Institutional Commitment**

Get involved immediately.
- ERG - be in one
- Attend as you CAN!

Low-hanging fruit - always more forward
- Broadening of the Speaker Series
- Know your LANE
- Involve Everyone - Not just POC
- More Connections?
- Something in place to handle capacity
- Multiple Share the Stories
- Be PRESENT!

**Anti Racism Learning & Literacy**

Start EARLY
- Treat as PEOPLE, not 'disadvantaged'
- Fight implicit bias & stereotypes
- Celebrate All the Cultures
- Complexity helps the oppressor
- More diverse representation among faculty
- Empower students to advocate
- Fill others in the advocate (not just the POC)

**At the TABLE Activism**

"Change takes place from the inside!"

**Mattering & Affirmation**

- Take TIME
- Be intentional
- Be safe-space
- Doing things that align with our values matters

PROMOTE SAC STATE SHOWCASE
ADVANCING THE AICP – March 25, 2024
ADVANCING the AICP through Campus Community Support

Chicana/Latina Faculty and Staff Activism

**Growth of Pregnant and Parenting Student Support**
- 9430, 875 women
- 98% - Black, Indigenous, Latina/Multiracial Identities
- Focuses on campus safety;
  - Helping students
  - Working on leaves
  - Helping to pay for child care

**BRING these issues to the forefront.**

**IMPACT - Presentation**

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**Strengths, Shifting Needs, and Concerns of Sac State Female Identified Students**
- Proud of our campus diversity. Women still experiencing inequities.
  - Campus Safety still a concern.
- Majorly: Social Sciences, Leadership.
- Student Health: Accessing student mental health more than males.
- Clubs & Sports Clubs
- Student Athletes
- Women's teams

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**CHALLENGES -**
- Getting access to funding
- Marginalization - people not feeling safe on campus.
- Advocacy

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**History - 2008-2010**
- Advocacy for Staff
- Mission - To promote equity & inclusion.
  - 23 ORIG MEMBERS
  - but still not fully representative

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**El Plan de Salud Promotores**
- Becoming an HST
- Returning to an Original

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**WE CAN'T SEEK ACHIEVEMENT FOR OURSELVES... BUT SUPPORT THE LEADER OF OUR COMMUNITY!**

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Exploring Self and Community using the Identity Wheel

Meet the Team!
- Dr. Rachel Marshall
- Cierra Fischer
- Monserrat Zamora Lopez
- Angelina Chang
- Quinton Randall Goss

How are we Feeling?
- if it was the weather...
  - clear skies, calm breeze, a little windy...

Reflection... What inspires hope?
- Change and witnessing good will
  - weeds turn into flowers

The Research
- Small teams
- Builds trust between scholars
- STEM assists with bridging and belonging
- Way to discuss anti-racism and equity in classroom
- Empathy building
- Social/Emotional learning helps with academic learning

"Helps us understand our community."
Race - Sometimes (white) we are MINDFUL vs. "pride" re: Race
Bring up the element of story
We made MINDFUL connections!

Themes from our discussion
- "This was RELATABLE"
- "Neither here nor there" - language
- "This was RELATABLE"

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