Creating a 21st Century Campus – A Model for a Diverse, Equitable, and Inclusive California

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Office of Inclusive Excellence
Pronouns: She/Her/Hers
Land Acknowledgement

Sacramento State is proud to recognize the California Native Nations, communities and peoples throughout the state and to acknowledge the diverse Indigenous peoples connected to this territory. Our campus operates on the traditional and ancestral homelands of the Miwok, Wintu, Maidu, Nisenan (southern Maidu), and Patwin Native peoples. The Office of Inclusive Excellence recognizes the importance of acknowledging the original stewards of the land and ask that you consider your ancestors and your relationship to the land you are on. This acknowledgment is part of Sacramento State’s commitment to diversity and inclusion and our recognition that we must practice inclusion both in our historical and present day context.
GAY POWER
BLACK POWER
WOMEN POWER
STUDENT POWER
ALL POWER
TO THE
PEOPLE
HIGHER EDUCATION’S HISTORY
Racial-Colonial Foundation

“I argue U.S. higher education, from its genesis, has been a primary force in persistent inequities. For example, Wilder (2013) examined linkages between Ivy League institutions and slavery. He noted how the charter members of colonial colleges were from slave-owning families who made their fortunes from slavery and the crops/products that resulted from slave labor. Brown University was among the first to commission research on its connection to slavery and other institutions followed.”

HBCUs

“Historically Black Colleges and Universities (HBCUs) are the only institutions in the United States that were created for the express purpose of educating Black citizens. These institutions were established during the decades after the Civil war until 1964. Many were started by the federal government’s Freedmen’s Bureau with assistance from whites—primarily abolitionist missionaries and Northern philanthropists, who either wanted to Christianize Blacks or train them for their industrial enterprises.”

“Until the mid-1960s, HBCUs were, with very few exceptions, the only higher education option for most African Americans. With the push for the integration of historically white institutions during the Civil Rights Movement, enrollment dropped at HBCUs, and their role of educating the near entirety of the Black middle class shifted.”

Invisibility

“The downstream effects of whitestream history in the field of higher education are considerable. As Poon (2018) argues, ‘racism, imperialism, and other forms of oppression...remain present and fundamentally entrenched in higher education organizational structures, cultures, and practices’ (p. 19), yet these remain largely ‘invisible in the higher education literature’ (Patton, 2016, p. 334).”

Higher Ed Enrollment (race/ethnicity)

In 1980, 12,086,800 students were enrolled in higher education institutions.

- 83.5% of students were White
- 9.4% of students were Black
- 4.0% of students were Latinx
- 2.4% of students were Asian/Pacific Islander
- 1.0% of students were Native American/Alaska Native
- Students with two or more races were not counted

https://nces.ed.gov/programs/digest/d18/tables/dt18_306.20.asp
Higher Ed Enrollment (race/ethnicity)

In 2017, 19,765,600 students were enrolled in higher education institutions.

- 56% of students were White
- 13.6% of students were Black
- 18.9% of students were Latinx
- 7.1% of students were Asian/Pacific Islander
- 0.7% of students were Native American/Alaska Native
- 3.7% of students were two or more races

https://nces.ed.gov/programs/digest/d18/tables/dt18_306.20.asp
Higher Ed Enrollment (sex)

In 1980, there were 10,475,055 students enrolled in postsecondary degree granting institutions.

- 5,000,177 were males (48 %)
- 5,474,878 were female (52 %)

https://nces.ed.gov/programs/digest/d17/tables/dt17_303.70.asp
Higher Ed Enrollment (sex)

In 2016, there were 16,869,212 students enrolled in postsecondary degree granting institutions.

- 7,414,312 were males (44 %)
- 9,454,900 were female (56 %)

https://nces.ed.gov/programs/digest/d17/tables/dt17_303.70.asp
Cost of Tuition

1978-1979
• The cost of tuition and fees for all public degree granting postsecondary institutions in the 1978-1979 school year was $688.

2017-2018
• The average cost of tuition and fees for all public degree granting postsecondary institutions in the 2017-2018 school year was $9,037.

https://nces.ed.gov/programs/digest/d18/tables/dt18_330.10.asp
“DON’T UC US?”
Model for an Equitable, Diverse, and Inclusive California

Cultural Humility → Visibility → Common Understanding
Visibility

I DON'T SEE RACE!

Decoded
Equity

An approach that seeks to ensure that everyone has the same opportunity to succeed, which often times requires the creation of opportunities for historically underrepresented populations. To achieve equity, there must be an acknowledgment that individuals start from different places with varying advantages and disadvantages. Equity seeks to correct and address these imbalances to allow each individual an equal opportunity to succeed.

Based on definition by Meg Bolger (2017), a social justice facilitator and founder of Same Team.
Diversity

The presence of difference within a given setting often defined as numerical representation. Diversity can be expressed as individual differences (e.g., personality, learning styles, life experiences, etc.) and group or social differences (e.g., race/ethnicity, class, gender/gender identity, country of origin, and ability as well as cultural, political, religious or other affiliations).

Based on definition by Meg Bolger (2017), a social justice facilitator and founder of Same Team.
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Intersectionality
Inclusion

The act of individuals with different identities being valued, leveraged, and welcomed within a given group or setting. Although you can have diversity, diversity alone does not mean that everyone feels that they are welcome and are valued within the group. To be inclusive, individuals should be included and as if they can fully participate as their authentic self.

Based on definition by Meg Bolger (2017), a social justice facilitator and founder of Same Team.
Cultural Humility

Cultural humility is the “ability to maintain an interpersonal stance that is other-oriented (or open to the other) in relation to aspects of cultural identity that are most important to the [person]” (p. 2).

Hook, Davis, Owen, Worthington and Utsey (2013)
If you don’t have to think about it, it’s a privilege.
Model for an Equitable, Diverse, and Inclusive California

- Cultural Humility
- Visibility
- Common Understanding
Model for an Equitable, Diverse, and Inclusive California
Fall 2018 Student Enrollment

Race/Ethnicity
- 27% White
- 31% Latinx
- 19% Asian American
- 11% Other/Multiracial
- 7% African American
- 1% Foreign
- 1% Pacific Islander
- 1% American Indian

Sex
- 56% female
- 44% male
Sacramento State/OIE

– Embed diversity and inclusion into the structural/institutional operations of the University
– Recruitment and retention of an excellent and diverse faculty, staff, and student body
– Fostering equality of opportunity within our campus community
– Encouraging diverse perspectives on our campus
– Creating a welcoming and supportive campus climate
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