

DIVERSITY PLAN

STUDENT ACADEMIC SUCCESS & EDUCATIONAL EQUITY PROGRAMS



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SACRAMENTO STATE
Redefine the Possible

SASEEP Diversity Plan

Summary

The SASEEP Diversity Plan is a project that was developed by the Campus Educational Equity Committee (CEEC) who saw a need in creating and implementing a comprehensive diversity plan on the Sacramento State campus. The SASEEP Diversity Plan is intended to be a living document, one that never should be considered final and complete. The goals and objectives of this document are to celebrate, embrace and honor diversity in all its forms and uphold the mission of Sacramento State. The plan will be reviewed and updated annually and changes will be implemented as necessary by the CEEC committee members.

History of the Campus Educational Equity Committee (CEEC)

The Campus Educational Equity Committee (CEEC) is a committee of the university, established by the President. Its charge is to:

- A. Review and provide recommendations on educational equity programs and activities within the university;
- B. Consider new directions and ways to improve the qualitative strength of educational equity efforts;
- C. Prepare an annual report on educational equity to address present conditions and accomplishments and focus on directions for the next and succeeding years. The actions of the Committee are in the form of recommendations to the President. The Senate and other bodies, as appropriate, shall be informed of actions as they are discussed or recommended by the Committee. In addition, the Committee shall coordinate the delivery of educational equity programs and activities in consultation with program directors/coordinators. The Associate Vice President, Student Retention and Academic Success is the senior university administrator responsible for educational equity.

The Campus Educational Equity Committee (CEEC) will continue to oversee that the goals of the SASEEP Diversity Plan and ensure that the goals and objectives are being honored and met by its respective campus departments, groups and members.

Components of the Diversity Plan

The plan establishes a framework of five general goals aligned with Sacramento States Mission Statement.

1. Create a Statement of Diversity and Inclusion that Sacramento State will adopt and that will be easily accessible on the Sacramento State website and other printed media. Create an inclusive campus for all students, faculty & staff.
2. Recruit and retain students of diverse backgrounds.
3. Recruit and retain faculty, staff and administrators of diverse backgrounds.
4. Increase the graduation rates of students of diverse backgrounds & promote graduate school diversity enrollment and access.

SASEEP Mission Statement

The Student Academic Success and Educational Equity Programs are committed to fostering diversity and equity while promoting a campus learning environment that encourages and supports all students in persisting toward their educational goal by increasing their retention and graduation rates.

The major goals of the division consist of the following

1. **TRANSITION/RECRUITMENT**
To aid students in their transition to college life through pre-college equity services and assistance in navigating the higher education experience.
2. **ACCESS/PERSISTENCE**
To provide underrepresented students with access to a higher education and supportive services that are designed to enable them to persist through the college experience.
3. **RETENTION/GRADUATION**
To provide a comprehensive range of retention services (e.g., academic advising, tutoring, mentoring, counseling, etc.) to underrepresented students in the division to facilitate their graduation from the University.
4. **SPECIALIZED SERVICES**
To assist students with unique educational needs to acquire specialized services and accommodations to meet their educational, emotional, and physical needs within the learning environment.
5. **TRAINING AND STAFF DEVELOPMENT**
To foster program excellence and good customer service among faculty and staff through division trainings, professional development opportunities, and division retreats designed to promote a welcoming campus.
6. **DIVERSITY**
To increase campus wide diversity through the recruitment of culturally diverse students, faculty, and staff.
7. **EQUITY**
To promote equity on campus through outreach and strategic efforts aimed at fostering an inclusive and community-oriented campus.
8. **COLLEGE BASED RETENTION**
To provide clearly articulated college-based retention services that enable students to make a successful transition into the major, graduate, and pursue their career goals.
9. **PROGRAM INNOVATION**
To create and implement innovative approaches to student service provision through the use of technology and a dynamic range of support services designed to meet the ever-changing needs of equity students.
10. **ADVOCACY/COMMUNITY OUTREACH**
To advocate on behalf of students on issues of equity and to be a forerunner in equity and diversity initiatives in the Sacramento region to garner community support.

Sacramento State Statement of Diversity and Inclusion

Sacramento State is committed to fostering in all its members a sense of inclusiveness by providing equal access to educational opportunities and a welcoming environment. We embrace each other's strengths and differences through building campus unity. At Sacramento State, students, faculty, staff, and administrators work collaboratively to create an atmosphere in which diversity can flourish based upon principles of social consciousness, awareness, support, and respect for all.

Sacramento is the state capital of California and one of the most diverse cities in the nation. As the heart of the region's higher education community, Sacramento State is dedicated to access, academic excellence, and inclusion. As the seventh-most-diverse university west of the Mississippi, Sacramento State is proud that its student body and employees reflect the diversity within our greater community. At Sac State, we believe diversity includes differences in race, ethnicity, sex, socioeconomic status, language, age, sexual orientation, gender identity and expression, religion or spirituality, ancestry, national origin, physical or mental abilities, medical condition, immigration status, marital status, veteran status, and other characteristics that make our community unique.

Diversity among our students and employees enriches intellectual discussion inside and outside the classroom, promotes understanding across differences, and better enables the University community to respond to the needs of an increasingly diverse workforce and society. Through our diverse student body and the many campus clubs, organizations, and services, students can express self-concept and embrace identity inside and outside the classroom.

At Sacramento State, we strive to create awareness and understanding by maintaining the vision and core values of the campus. Diversity and inclusion enrich the classroom experience through academic discourse and the teachings of social justice, and encourage open dialogue. Social justice includes equity and fairness, works to eradicate oppression, and creates opportunity for restorative justice. We are committed to preparing our future leaders for civic responsibilities and a multifaceted workforce.

Hornet Honor Code

As proud members and representatives of the Sacramento State Hornet community, we commit ourselves to actively promoting honesty, integrity, respect and care for every person, ensuring a welcoming campus environment, and striving to help every member of our Hornet family feel a strong sense of belonging.

As Hornets, we will:

1. Promote an inclusive campus and community.
2. Listen and respect each other's thoughts, interests, and views.
3. Value diversity and learn from one another.
4. Engage daily with mutual trust, care, and integrity.
5. Support a culture of honor and adhere to campus policies for honesty, ethics, and conduct.
6. Be proud to be Sac State Hornets.

Section 1: Framework and Goals of the SASEEP Diversity Plan

1. Create a Statement of Diversity and Inclusion that Sacramento State will adopt and that will be easily accessible on the Sacramento State website and other printed media.

- 1.1 Defining diversity at Sacramento State what does it mean for our campus?
- 1.2 Incorporate diversity into the Sacramento State Mission Statement.
- 1.3 Create a website that shares ideas on improving climate issues on campus.

2. Create an inclusive campus for all students, faculty & staff.

- 2.1 Have two campus wide events per academic year: Student Academic Success Day & Campus Unity Day.
- 2.2 Create an annual diversity conference per academic year.
- 2.3 Incorporate diverse pedagogical learning in academic discourse and to ensure all Sacramento State students are exposed to racial, ethnic, cultural, and gender issues in and out of the classroom.
- 2.4 Distribute a Campus Climate Survey to all students, faculty and staff yearly.

3. Recruit and retain students of diverse backgrounds.

- 3.1 Recruit and retain a student body that reflects the diversity of the community at large.
- 3.2 Have equity programs consider ways to engage and welcome underrepresented students throughout their tenure at Sacramento State.
- 3.3 Develop safe zone areas where students can have an open and honest dialogue with other peers about diversity, social justice or any other pressing concerns that may be encountered at Sacramento State.
- 3.4 Collaborate with faculty and staff to work with students directly in teaching them how to self-advocate for themselves and make positive change on campus.

4. Recruit and retain faculty, staff and administrators of diverse backgrounds.

- 4.1 Develop diversity training for New Faculty Orientation with a training model that incorporates scenario approach and is required for all faculty & staff.
- 4.2 Incorporate diverse hiring committees that represent the campus community.
- 4.3 Create a sense of unity among faculty, staff and administrators.

5. Increase the graduation rates of students of diverse backgrounds & promote graduate school diversity enrollment and access.

- 5.1 To increase the graduation rates of diverse student backgrounds.
- 5.2 Promote graduate school enrollment and access to diverse student groups.

Section 2: Goals and Timelines

Framework Statement #1

Create a Statement of Diversity and Inclusion that Sacramento State will adopt and that will be easily accessible on the Sacramento State website and other printed media.

Objectives	Action Plan	Timeline	Completed by
1.1 Create a Statement of Diversity and Inclusion that Sacramento State will adopt and that will be easily accessible on the Sacramento State website and other printed media.	Draft a statement of diversity and inclusion. Have statement approved by Campus President. Have the statement displayed on the campus main web page? Have the statement printed on university media.	Completed Spring 2016/Ongoing	Diversity Task Force.
1.2 Incorporate diversity into the Sacramento State Mission Statement.	Once statement of diversity and inclusion is approved display the statement on The Office of Equity, Diversity and Inclusion website.	Completed Fall 2016	Office of the President/ The Office of Equity, Diversity and Inclusion/Campus IT Support.
1.3 Create a website that shares ideas on improving climate issues on campus.	Results of the Campus Climate Survey issued the year before will be posted on the Office of Equity, Diversity and Inclusion website for student, staff and faculty use and reference. This website is to be updated continuously and should have a segment for student/staff and faculty comments. This website should also be used to promote and highlight campus wide events that promote diversity.	Fall 2017/Ongoing	Office of Equity, Diversity and Inclusion/CEEC Committee Members/Campus IT Support.

Summary: Framework one indicates the importance of Sacramento State defining diversity as a campus as well as having a visible Statement of Diversity and Inclusion easily accessible on The Office of Equity, Diversity and Inclusion website. It also suggests that the campus Statement of Diversity and Inclusion should be widely printed on existing university media. This section also recommends that the Climate Survey results are to be posted on the Office of Equity, Diversity and Inclusion website for reference.

Framework Statement #2

Create an inclusive campus for all students, faculty & staff.

Objectives	Action Plan	Timeline	Completed by
2.1 Have two campus wide events per academic year: Student Academic Success Day & Campus Unity Day.	These events should be a collaborative effort between multiple equity committee groups and any other organizations that seek involvement. A new theme surrounding diversity and student success should be addressed at each event.	Ongoing	CEEC Committee/SASEEP/ Committee On Diversity and Equity (CODE) & President's Committee to Build Campus Unity.
2.2 Create an Annual diversity conference per academic year for students.	Through a diversity conference Sacramento State students have an opportunity to articulate their personal values, beliefs, and views. Identify how their personal values, beliefs, and views influence their interactions and relationships with others and demonstrate an understanding of steps they can take to create change in their community through Leadership.	Spring semester of every academic year	Student Organization and Leadership Office (SOAL).
2.3 Incorporate diverse pedagogical learning in academic discourse and to ensure all Sacramento State students are exposed to racial, ethnic, cultural, and gender issues in and out of the classroom.	In order to ensure diversity within the classroom, keeping the Race and Ethnicity requirement in the Sacramento State General Education Plan is crucial and should continue to be a Sacramento State graduation requirement for all Colleges and majors regardless of area of study.	Ongoing	Faculty Senate General Education / Graduation Requirements Policies Committee (GE/GRPC)/Center for Teaching and Learning (CTL)
2.4 Distribute a campus Climate Survey to all students, faculty and staff yearly.	Survey should be distributed campus wide and a report of the assessment must be presented to the University President. Campus climate results should be used in the planning phases of the campus wide unity building events.	Survey to be distributed at the end of each academic year.	CEEC Committee.

Summary: Framework two provides strategies to include campus inclusion for all students, faculty and staff through various practices. Continuing Student Academic Success Day that promotes themes of diversity and graduation create an inclusive space and opens the doors for dialogue as a campus. Maintaining a university requirement that allows the teaching of race and ethnicity allows all students regardless of area of study to be exposed to diversity within the classroom ensuring that diversity is covered through all academic basis. It also recommends that a yearly Climate Survey is issued to all students; faculty and staff in order to maintain open dialogue and to ensure the diverse needs of the campus are being met and addressed.

Framework Statement #3

Recruit and retain students of diverse backgrounds.

Objectives	Action Plan	Timeline	Completed by
3.1 Recruit and retain a student body that reflects the diversity of the community at large.	Admissions & Outreach and Educational Equity Programs should continue to reach out and service community wide events, fairs and celebrations within the Sacramento region that recruit a wide range of diverse populations.	Ongoing	Admissions & Outreach/SASEEP.
3.2 Have Educational Equity Programs consider ways to engage and welcome underrepresented students throughout their tenure at Sacramento State.	Equity Programs should organize at minimum one gathering the summer before the commencement of the fall semester of every year to provide program updates/changes. Equity Programs can share best practices and strategies and create collaborative efforts to make all URM students feel welcomed.	Ongoing	SASEEP/Peer Academic Resource Center (PARC), Serna Center & Other Campus wide Educational Equity Programs.
3.3 Develop safe zone areas where students can have an open and honest dialogue with other peers about diversity, social justice or any other pressing concerns that may be encountered at Sacramento State.	Various safe zone areas should be created on campus that are identifiable where students know it is a safe area to discuss diversity, social justice or any other pressing concerns. Dialogue should be facilitated by appropriate programs or organizations on campus.	Ongoing	Centers for Diversity and Inclusion, Dreamers Resource Center, SASEEP Programs & ASI Student Government.
3.4 Collaborate with faculty and staff to work with students directly in teaching them how to self-advocate for themselves and make positive change on campus.	A series of workshops should be implemented during each academic year teaching faculty and staff about self-advocacy. These workshops will also serve as "safe zones" where both faculty and staff can feel comfortable sharing their genuine comments or concerns. Themes may be drawn upon from the Campus Climate Survey that is distributed to faculty & staff the prior year.	Ongoing	The Office of Equity, Diversity and Inclusion.

Summary: Framework three focuses on the importance of community outreach and developing "safe zones" for students, staff and faculty and to promote open dialogue. It also emphasis the collaborative efforts that would take place between campus Educational Equity Programs.

Framework Statement #4

Recruit and retain faculty, staff and administrators of diverse backgrounds.

Objectives	Action Plan	Timeline	Completed by
4.1 Develop diversity training for New Faculty/Staff Orientation with a training model that incorporates scenario approach and is required for all faculty & staff.	Training modules should be created and incorporated into the New Faculty/Staff orientation, coaching campus employees how to effectively work with diverse student, staff and faculty populations.	Ongoing	Office of Human Resources/Equal Opportunity and Relations and Compliance/The Office of Equity, Diversity and Inclusion.
4.2 Incorporate diverse hiring committees that represent the campus community.	Employers should make conscious efforts in bringing together a diverse hiring committee that represents the campus community at large. All faculty and staff should be given an opportunity to sit on such committees and offices should consider rotating staff to give everyone an equal opportunity.	Ongoing	Faculty Senate/ Office of Human Resources/Equal Opportunity and Relations and Compliance/The Office of Equity, Diversity and Inclusion.
4.3 Create a sense of unity among faculty, staff and administrators.	In order to promote campus unity amongst our students it is crucial to promote unity amongst faculty and staff. During Student Academic Success Day there will be an Equity Summit integrated addressing various campus themes such as closing the achievement gap, student retention and graduation.	Beginning fall 2017	SASEEP/CEEC Committee.

Summary: Framework four focuses on the importance of implementing a comprehensive diversity training in which is required for all university employees prior to the commencement of their employment. Employers are also encouraged to select diverse hiring committees that represent the diversity of the Sacramento State campus. It is also recommended that faculty and staff should be encouraged to create campus community through participating in Student Academic Success Day that will allow all university employees to work collaboratively.

Framework Statement #5

Increase the graduation rates of students of diverse backgrounds & promote graduate school diversity enrollment and access.

Objectives	Action Plan	Timeline	Completed by
5.1 To increase the graduation rates of diverse students populations.	Academic Colleges and Educational Equity Programs should run yearly reports on the diverse student body of each College to ensure that equal access and enrollment is being met especially in the impacted majors and colleges.	Ongoing	SASEEP/Academic Colleges Educational Equity Programs.
5.2 Promote graduate school enrollment and access to diverse student groups.	The office of Graduate Studies should continue to promote their Graduate Diversity Program and Forum that take place annually and increase recruitment. Sacramento State Juniors and Seniors should receive a graduate school link on their Student Center.	Ongoing	SASEEP/Graduate Studies Office/Campus IT Support.

Summary: Framework five suggests that diverse student body representation is evident within all majors and impacted Colleges. It is also stressing the importance of graduate school and the need to increase diverse student body enrollment through implementing more hands on recruitment and outreach.

Concluding Remarks:

The SASEEP Diversity plan is intended to serve as a foundational and guiding document for all students, faculty and staff. The goals and objectives of this document are to celebrate, embrace and honor diversity in all its forms and uphold to the mission of Sacramento State. This document allows for Sacramento State to not only define diversity, but create a comprehensive plan of action. It allows for all campus members to unite and collaborate in practicing strategies that cover diversity in all aspects of campus life. The SASEEP Diversity Plan will ensure that we remain to be an inclusive campus that promotes diverse pedagogical learning in and out of the classroom and allows open and honest dialogue to take place through creating “safe zones”. This document will also implement diversity training for faculty and staff in order to better serve our students, campus community and the greater Sacramento region and foster a positive campus climate. The SASEEP Diversity Plan will also continue to build campus unity and celebrate the beautiful diverse campus that we truly are.



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