



SACRAMENTO STATE

Centers for Diversity and Inclusion

ACADEMIC YEAR 2017-2018

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Executive Summary

The Centers for Diversity and Inclusion (CDI) are comprised of the Multi-Cultural, Women's Resource and PRIDE Centers. The Centers support the needs of diverse communities by providing educational programs and welcoming spaces for all students, but especially those who feel marginalized. Center staff help students learn about themselves and others. By partnering with multiple campus and community entities, the Centers contribute to a more inclusive campus environment.

This academic year, CDI sought to maintain or increase student and staff participation in workshops and events. Last year, it was estimated that 6,250 students and staff attended CDI events and workshops. This year, it was estimated that only 3,222 students and staff attended events or workshops through CDI.

The second goal of the center was to increase student learning and knowledge from CDI workshops and trainings. It was found that 95% of respondents on post-event surveys reported that they agreed or strongly agreed with the item "I learned something new by attending this program/event."

The third goal for CDI this academic year was to collect baseline data on the amount of students' visiting the centers for studying, socializing, and learning. Over the course of the academic year, sixteen student organizations and departments utilized the Multi-Cultural Center space for events and meetings.

Mission, Vision, and Values

The Centers for Diversity and Inclusion are a family of Centers (Women's Resource Center, Multi-Cultural Center and PRIDE Center) in the Student Engagement and Success area of the Division of Student Affairs at California State University, Sacramento. The centers provide students with validation and support, while also engaging the larger Hornet community in coordinated efforts to interrogate and explore identity, promote cultural pluralism, and contribute to social justice and student success.

The three centers that comprise the Centers for Diversity and Inclusion (CDI) have not always been part of a larger functional unit, but the individual centers have a long history of operating on the Sac State campus. The PRIDE Center recently celebrated 10 years of operation, the Multi-Cultural Center has been a vital campus resource for more than 25 years, and the Women's Resource Center has operated in some form for most of the last 40 years. Over the years, the centers have experienced significant change and numerous transitions. The 2017-2018 academic year marked the first time in the last three years there was a stable, permanent Director in CDI for a full year.

The centers in CDI are committed to being more than just a home away from home for students. We believe that our success requires engagement beyond the walls of the student-centered spaces we manage. While a sanctuary-style space where students feel valued and welcomed is important, if all we do is maintain an oasis of support on a campus that feels generally unwelcoming for students from marginalized/minoritized communities, then we have failed. To that end, CDI endeavors to be a Student Centered, Intersection, and Collaborative unit integrated into the fabric of campus.

CDI is **Student Centered** in that the centers are focused on the needs and interests of our primary constituent group, students - all students. The work in CDI is aligned with divisional goals and institutional priorities to advance student success, improve degree attainment outcomes, and promote a culture of diversity, equity, and inclusion. Student centered should be distinguished from student-run. While we value the engagement, involvement, and feedback of our student staff, each of the centers in CDI are managed by a full-time, trained, higher education professional, who is responsible for the day-to-day operations of the center and for the supervision of student assistants. This structure helps to insure that the center's work is sustainable, remains collaborative, intersectional, informed by best practices in the field, and focused on the needs and interests of all students. Our centers also have a responsibility to honor the long tradition of student-initiated resistance that lead to our existence and we will continue to affirm, empower, and support student leadership and activism.

The work of CDI is **Intersectional** in that we strive to avoid working in silos and operate from the perspective that all students are our students and that while we may, at times, emphasize one aspect of a student's identity, we recognize that we all have complex, multilayered, enmeshed identities. CDI's operating philosophy is guided by Bronfenbrenner's ecological systems theory and informed by relevant Professional Standards from the Council for the Advancement of Standards in Higher Education. We

recognize that we are not the only unit on campus engaged in efforts to support traditionally underserved student communities, nor are we the sole unit responsible for advancing equity and social justice. We recognize and seek to leverage resources in the surrounding community that help support our students and advance our goals.

Accordingly, the work of CDI is also **Collaborative**. We believe that everyone should and must play a role in contributing to diversity and inclusion at Sac State. We seek to build bridges of collaboration with partners across campus and in the larger Sacramento region. We welcome collaborations and seek out opportunities to partner with our colleagues across campus on programs, projects and initiatives that support diversity and inclusion efforts.

Programming Pillars

CDI established three programming pillars for the 2017-2018 academic year: Affirmation, Advocacy, and Awareness.

Affirmation – Recognizing the value of a sense of belonging to student success, the Centers for Diversity and Inclusion wanted to be sure to focus on those who have historically been marginalized in higher education. We work to cultivate “safer” spaces on campus and foster allyship in and out of the classroom, so that all feel welcome. We understand that identity is complex and that each of us carry multiple identities. Our spaces and our programming seeks to provide those who have been underserved and/or marginalized, with identity-affirming experiences and opportunities for community.

Awareness - The Centers for Diversity and Inclusion work to cultivate intercultural knowledge, encourage civic engagement, and advance social justice by producing proactive agents of change. Operating from the understanding that inclusion is involvement plus empowerment, where the inherent worth and dignity of all people are recognized, we work to challenge misogyny, homophobia, racism, and all forms of bigotry by facilitating dialogues, coordinating programs, and holding space where knowledge, awareness, and love can be shared across difference.

Advocacy - CDI is here to help. With a commitment to servant leadership, the staff in the centers are eager to assist students in navigating the campus environment, identifying and leveraging institutional resources, and tapping into their own agency and leadership capacities. We may not have all the answers, but we are happy to work with students and help them find the resource(s) they need.

Programming Highlights

Green and Gold Speaker Series – This past year, the Centers for Diversity and Inclusion, in partnership with multiple units, departments, and programs on campus, launched the Green and Gold Speaker Series. This speaker series features intersectional scholars, artists,

writers, and thought leaders whose work resonates with a number of communities across the campus and who offer valuable and unique contributions to the University's programming and intellectual landscape. The Green and Gold Speaker Series takes its name from the University's colors because the series reflects the sentiments expressed in our campus Statement of Diversity and Inclusion, and our shared commitment to "create an atmosphere in which diversity can flourish based on principles of social consciousness, awareness, support, and respect for all." Green and Gold Speaker events consistently yielded attendance in excess of 100 students and provided opportunities for extraordinary collaborations. The first speaker, noted scholar and clinical psychologist Dr. Miguel Gallardo, involved a collaboration with the Psychology Department, Serna Center, CAMP, and Counseling and Psychological Services. The last speaker for the year, Gabby Rivera from MARVEL Comics, included co-sponsorships from Associated Students, Inc., the Office of Equity, Diversity and Inclusion, UNIQUE Programs, and the University Library.

Library Open House – This year also marked the first Library Open House. Rather than coordinate an individual open house program for the Multi-Cultural Center, the MCC Coordinator reached out to other units and departments located in the Library or the Library Breezeway to hold a grand Open House event where all of the departments were represented and featured. More than ten different departments participated and nearly 200 students checked-in at the MCC table.

Empowering Women of Color Conference – Nearly 200 students pre-registered for the 4th Annual Empowering Women of Color Conference here at Sac State – the largest pre-registration ever. The featured speakers and presenters encompassed a range of experiences and identities and evaluations from attendees reflected a high level of satisfaction with the event.

Black Panther Screening – Co-Written and Directed by Sac State alumnus Ryan Coogler, the feature film *Black Panther* premiered in theatres in February of 2018 and is currently the highest grossing movie for 2018 (domestically). In unprecedented fashion, CDI partnered with a number of other units on campus to host an exclusive Sac State screening for approximately 100 students at a nearby movie theatre on the film's opening night. The event included a mini-lecture on Afrofuturism by a faculty member in Ethnic Studies just prior to the screening and provided students with an opportunity for intellectual and intercultural engagement.

Vagina Monologues – The Vagina Monologues performance is a campus tradition and community event. Each year more than 300 students and community members fill the Union ballroom for a largescale stage production of Eve Ensler's classic text. For the first time, the Women's Resource Center and the Centers for Diversity and Inclusion were listed as an event sponsor. Our staff assisted the student organizers with minor logistics during

the rehearsal stage and the WRC provided free tickets to the first 80 students attending the show.

PRIDE Advocacy Day – In spring of 2018, the campus was singled out by the Westboro Baptist Church (an anti-LGBT hate group) and identified as a protest site. In response, the Queer Union reached out to a number of student groups and worked in collaboration with CDI as well as the Queer and Trans Faculty and Staff group, to organize a counter-rally in the Library Quad. The homophobic rhetoric spewed by a handful of WBC protestors at the campus entrance was drowned out both literally and figuratively by a chorus of love coming from the several hundred campus and community members who gathered to show their support for the LGBTQIA+ community.

CDI Awards – CDI also partnered with Student Organizations and Leadership to provide recognition and awards to four cultural student organizations that make significant contributions to the campus community. CDI Awards were given out at SOAL's annual Leadership Awards Ceremony to Movimiento Estudiantil Chicanx de Aztlán (MEChA), the Black Student Union (BSU), Hmong Health Alliance (HHA), and Ensuring Native Indian Traditions (ENIT), for their work to support the Hornet community and enhance the campus climate.

Staffing

John Johnson – Director, Centers for Diversity and Inclusion

Patsy V. Jimenez – Multi-Cultural Center Coordinator

Melissa Muganzo – PRIDE Coordinator

Aisha Engle – Women's Resource Center Coordinator

Centers' Outcomes

This academic year, the Vice President of the Division of Student Affairs decided to align department goals with the university's goals, Student Affairs Divisional Goals, and Baccalaureate Learning Outcomes. The structure of this section will include the goals, the strategies to achieve those goals, and the outcomes.

Centers' Goal 1: Students and staff will participate in events and workshops.

University Strategic Goal: Engage Students in a comprehensive University Experience

Student Affairs Goal: Increase student engagement and build an affinity for the Hornet Family

Baccalaureate Learning Goal: N/A

Standard of Performance: Maintain or increase student and staff participation

In the 2016-2017 academic year approximately 6,250 students and staff attended events through the CDI. During the 2017-2018 academic year, the Centers for Diversity and Inclusion coordinated, co-sponsored, or collaborated on more than 70 programs (see complete list below). The programs varied in terms of structure and scale, but each one was guided by one or more of our programming pillars: Advocacy, Awareness, and Affirmation. During the 2017-18 academic year, CDI programs yielded an estimated 3,222 attendees.

Table 1: CDI events for the 2017-2018 academic year with center, estimated attendance, and overall event rating.

Program Title	Date	Participating Center	Attendance	Overall Event Rating (% of above average reviews)
Green & Gold Speaker: Miguel Gallardo	9/22/17	CDI	200	87%
CDI Spring Mixer	1/31/18	CDI		
CaCCCHE Student Conference	2/3/18	CDI	6	
Janet Mock at UC Davis	2/5/18	CDI	10	
Green & Gold Speaker: Dr. A.D. Carson	2/12/18	CDI	200	85%
Walk Through Black Brilliance	2/19/18 2/22/18	CDI	154	

Program Title	Date	Participating Center	Attendance	Overall Event Rating (% of above average reviews)
Let's Talk About Black Panther	3/15/18	CDI	50	
Green & Gold Speaker: Gabby Rivera	4/19/18	CDI	125	97%
Library Open House	9/7/17	MCC	184	
La Raza Bienvenida	9/14/17	MCC	230	
Sac State Cultural Fair Day	9/19/17	MCC	13	
More Than a Word Film Screening	10/9/17	MCC		
Chill and Heal	10/11/17	MCC		
Yosimar Reyes Poetry Event	10/19/17	MCC	30	94%
I Learn America Film Screening & Panel	10/25/17	MCC	11	
Día de Los Muertos	10/31/17	MCC	42	95%
Election Anniversary Healing Space	11/8/17	MCC		
Shine ON WRC Celebration	12/6/17	WRC	27	
What About Us? Navigating Mixed Race	2/27/18	MCC	35	
How Do I Leave a Legacy?	3/5/18	MCC	~12	92%
"Dolores" Film Screening	3/7/18	MCC	132	96%
Indigenous Women in Art, Fashion, & Activism	3/13/18	MCC	38	90%
Define American Group Meet	3/14/18	MCC		
Multi-Cultural Fair	4/4/18	MCC	103	

Program Title	Date	Participating Center	Attendance	Overall Event Rating (% of above average reviews)
Culture Fest	4/4/18	MCC		
"Somewhere Between" Film Screening	4/9/18	MCC	34	
Art & Relaxation	4/23/18	MCC		
Activism in Color Exhibit	4/24/18	MCC	28	93%
"I Learn America" Film Screening & Panel	4/27/18	MCC	19	82%
All People's Recognition Ceremony	5/1/18	MCC		
InstaQueer	9/13/17	PRIDE	34	
In-Queer-Y Panel: Finding Community	9/20/17	PRIDE	28	83%
In-Queer-Y Safe Zone Training	9/26/17	PRIDE		
Moonlight Film Screening and Panel	9/27/17	PRIDE	48	80%
Queers Take Charge: Change Through Legislation	10/3/17	PRIDE	31	100%
In-Queer-Y Panel: Coming Out Stories	10/11/17	PRIDE	38	88%
In-Queer-Y Current Events Discussion	10/19/17	PRIDE	62	72%
In-Queer-Y Safe Zone Training	10/20/17	PRIDE	13	
In-Queer-Y History Workshop	10/24/17	PRIDE	19	93%

Program Title	Date	Participating Center	Attendance	Overall Event Rating (% of above average reviews)
Behind the Wall: Intimate Partner Violence in LGBTQ Relationships	10/26/17	PRIDE & WRC	12	100%
In-Queer-Y Current Events Discussion	11/2/17	PRIDE	3	33%
In-Queer-Y Panel: Parenting	11/7/17	PRIDE	34	96%
In-Queer-Y Panel: Trans/Gender	11/20/17	PRIDE	169	85%
Trans Day of Remembrance Healing Circle	11/21/17	PRIDE		
In-Queer-Y Safe Zone Training	12/4/17	PRIDE	23	
In-Queer-Y Safe Zone Training	2/22/18	PRIDE	18	
In-Queer-Y Current Events Discussion	3/1/18	PRIDE	~10	40%
Queer & Trans Womxn Panel	3/29/18	PRIDE	49	96%
Class Presentation for Durden's Sociology of Gender	4/3/18	PRIDE	77	81%
Rainbow Chamber of Commerce Mixer	4/17/18	PRIDE	50	
Film Screening: Signature Move	4/17/18	PRIDE	5	
Queer Union: Pride Week Party & Open Mic	4/18/18	PRIDE	45	
Film Screening: Legends of Courage	4/18/18	PRIDE	3	

Program Title	Date	Participating Center	Attendance	Overall Event Rating (% of above average reviews)
In-Queer-Y Safe Zone Training	4/23/18	PRIDE		
In-Queer-Y Panel: Gender 101	4/30/18	PRIDE	~60	86%
Lavender Graduation	5/7/18	PRIDE	89	
Cupcake Mixer	9/12/17	WRC	52	
FWORD: What is Feminism?	9/21/17	WRC	27	91%
FWORD: Colonialism & Capitalism	10/3/17	WRC	25	100%
Guerilla Girls	10/5/17	WRC		
SPEAK Final Presentation	11/9/17	WRC		
4th Annual Empowering Women of Color Conference	11/17/17	WRC		
Welcome Back Mixer for Students With Children	1/26/18	WRC	16	
How Do I Love Myself and Love Others - Self Love Books	2/9/18	WRC	8	
Why Latin@ History Matters to U.S. History	2/13/18	WRC		
F-WORD: Examination of Black Feminist Thought	2/20/18	WRC	32	96%
Historical Mapping of Feminist Movements from the Margins	3/8/18	WRC	17	100%
Women of Influence Awards	3/14/18	WRC		
The Vagina Monologues	4/5/18	WRC	500	

Program Title	Date	Participating Center	Attendance	Overall Event Rating (% of above average reviews)
Shine On Celebration	5/3/18	WRC	27	
Phlagleblast	9/6/17	WRC & PRIDE		
Pride Fair & FWORD Brown Bag Queer Picnic	4/18/18	WRC & PRIDE	25	

Evaluations of CDI programs from 2017-18 are presented in the table above. The percent of respondents who rated the overall quality of the event as a 4 or 5 on a 5 point scale is shown in the last column. Not all CDI events included a post-event survey. Here are a few additional comments from student feedback:

"More people need to come. Awesome event!" - re: Green and Gold Speaker featuring Gabby Rivera

"This led me right back to my heart. This wasn't just intense, but spiritually enriching." - re: Green and Gold Speaker

"You all did such a great job!" - re: F-Word on Black Feminist Thought

"Thank you for providing a space for me to feel valued and encourage me to share my voice." – re: Empowering Women of Color Conference

"Great event! very informative and eye opening. Great panel with open hearts and open minds." – re: PRIDE Center In-Queer-Y panel

"Personal experiences of the volunteers helped me to be more open and understanding but also to be more aware, I learned a lot." – re: PRIDE Center In-Queer-Y panel

Centers' Goal 2: Students will increase knowledge or learn from the workshops/trainings.

University Strategic Goal: Engage students in a comprehensive University experience

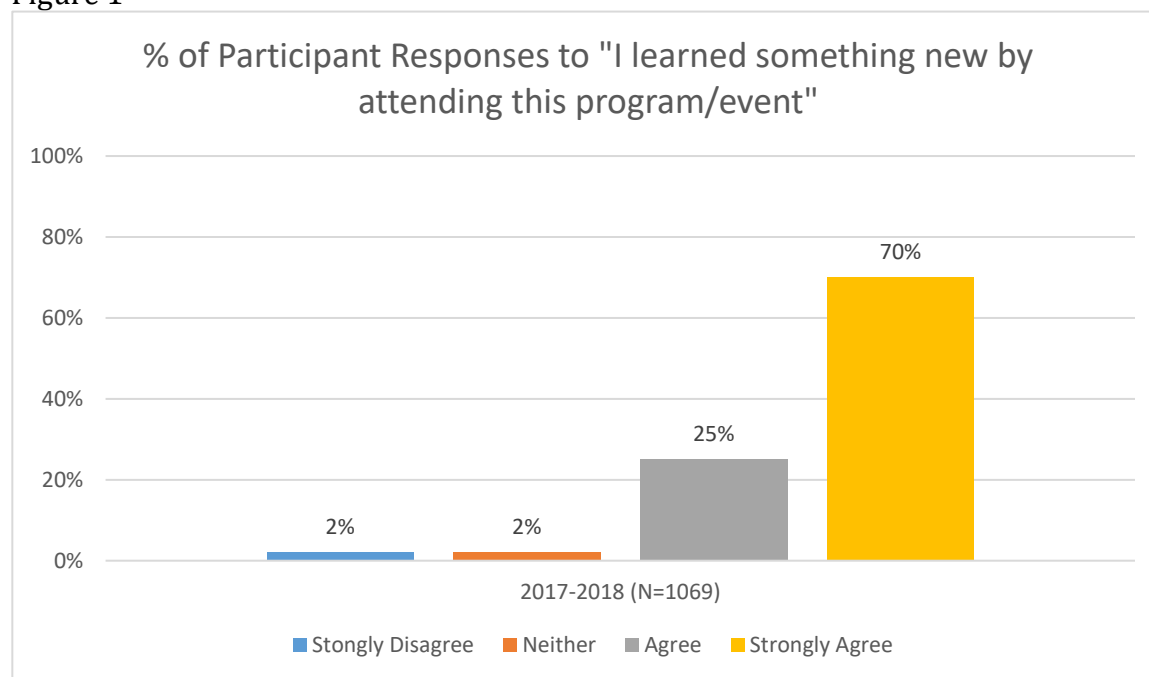
Student Affairs Goal: Increase student engagement and build an affinity for the Hornet Family

Baccalaureate Learning Goal: Intellectual and Practical Skills

Standard of Performance: Collect baseline data on student learning from workshops and trainings.

This academic year, students and staff completed surveys after applicable CDI events; results of these surveys showed that 95% of respondents (N = 1,069) reported that they either “agreed” or “strongly agreed” with the statement “I learned something new by attending this program/event”.

Figure 1



Source: Data from CDI Program Evaluations. Note: <1% of respondents reported “disagree”.

Centers’ Goal 3: Students will utilize the centers’ space for studying, socializing, and learning.

University Strategic Goal: Excel as a place to learn, work, live and visit

Student Affairs Goal: Increase students’ sense of safety and well-being; Increase students’ sense of belonging

Baccalaureate Learning Goal: N/A

Standard of Performance: *Collect baseline data on students’ visiting the centers.*

For marginalized and targeted communities, sanctuary space is meaningful and helps contribute to a sense of affirmation and belonging. Students routinely visited the CDI spaces for validation and support during the 2017-2018 academic year.

The Multi-Cultural Center was a frequent site for student-centered programming and was utilized regularly by student organizations and departments for meetings and events. The following is a sampling of the campus groups that hosted programs or activities in the Multi-Cultural Center during the year.

- Pakistani Student Association
- Black Student Union
- Full Circle Project
- Women's Studies Student Association
- CFA Council for Affirmative Action
- Define American
- MEChA de Sac State
- Zeta Sigma Chi
- Nigerian Student Association
- Mujeres Ayundando La Raza
- Transfer Student Association
- Queer Trans Faculty And Staff (QTFAS)
- Pathways Fellows Program
- Hmong Health Alliance
- Associated Students, Inc.
- Ensuring Native Indian Traditions
- Queer Union

Students continue to utilize the MCC as a “home away from home” and will often begin and end their day in the space. New furniture in the space, as well as a more open floor plan, helped to make the space more welcoming for patrons. The installation of a seating area in the FCP/MCC vestibule helped to open the space up for more students and facilitated increasing crossover of the two areas. A local artist's artwork was also featured in the MCC this past year and added a culturally-affirming aesthetic to the space.

Figure 2: Photos of the space



Appendix A

Centers' Goals	What will be the standard of performance?	Centers' Outcomes
1. Students and staff will participate in events and workshops.	Maintain or increase student and staff participation	During the 2017-18 academic year, CDI programs yielded an estimated 3,222 attendees (a decrease from prior year).
2. Students will increase knowledge or learn from the workshops/trainings.	Collect baseline data on student learning from workshops and trainings	95% of event participants reported that they either "agreed" or "strongly agreed" with the statement "I learned something new by attending this program/event."
3. Students will utilize the center's space for studying, socializing, and learning.	Collect baseline data on students' visiting the centers	At least 16 student organizations and departments utilized the MCC space in 2017-2018 for events and meetings.