

Mission

The mission of the Sacramento State’s AICP Advisory Council (AICP-IAC) is to provide strategic advice, proactive guidance, and assist the Vice President for Inclusive Excellence and University Diversity Officer in making informed decisions and tracking the transformation and implementation of the Antiracism and Inclusive Action Plan.

Values & Guiding Principles

Principle #1: We acknowledge the diverse life experiences, circumstances, and disparate impact that racism, ableism, and exclusion has had on those who are or have been marginalized.

Principle #2- We want an equity, inclusion, diversity and belonging lens incorporated into all aspects of the campus life.

Principle #3- We strive to encourage our colleagues to use disaggregated data to analyze the impacts of racism, ableism, and exclusion on the Hornet Community, including but not limited to mental health, racial healing, COVID, the digital divide, employment and basic needs etc.

Principle #4: We value universal design and building multiple options, scenarios, and differentiation that meet the needs of those who are least served in order to serve all.

Principle #5: We value partnerships, transparency, accountability, compassion, quality, and tangible service from all of our campus community in alignment with our principles of community and the Hornet Code.

Principle #6: We value cross governmental and CSU collaboration, reciprocity of services, and partnerships with the Anchor University goals, and equitable allocation, access , and proximity to resources and services.

Principle #7: We value communication that is clear and honest in all modalities, languages, proactively meeting accessibility standards.

Goals

1. Advise on best practices to strategically address historic and predictable disparate outcomes within and among Sacramento State communities;
2. Utilize qualitative and quantitative data to drive and inform equity-based and diversity recommendations
3. Track progress of AICP recommendations and the work of the AICP Implementation Teams
4. Act as ambassadors and promoters of the progress of Sacramento State’s efforts toward being an Antiracism and Inclusive campus
5. Participate in the production of the annual Antiracism and Inclusion Impact Report

The AICP-AC will:

- Conduct annual equity, inclusion, and diversity audits of the campus culture and recommend changes based upon findings;

- Produce and disseminate information to the Sacramento State community regarding the work and progress of the AICP Implementation Teams;
- Inform the production of the monthly AICP activities, programs, and events;
- Review and refine the annual Antiracism and Inclusion Impact Report;
- Discuss and align DEI efforts to related system-wide initiatives and executive orders

Composition of Membership

The AICP-AC will be a 14-person, community-based group of stakeholders representing the diversity of the campus community. The committee must be comprised of students, faculty, staff, alumni, and retirees who are representative of our Sacramento State community.

The members shall be as follows:

1. Vice President for Inclusive Excellence (Chair)*
2. Representative Office of the President (President’s appointment)*
3. Representative Division of Inclusive Excellence (appointed by VP Inclusive Excellence)*
4. Faculty representative (appointed by Faculty Senate)*
5. Faculty representative (appointed by Faculty Senate)
6. Employee Affinity Group (appointed by EAG Collective) *
7. ASI Student representative - Undergraduate (appointed by ASI)
8. ASI Student representative - Graduate (appointed by ASI)
9. Representative Athletics (appointed by Athletics)
10. Alumni (appointed by Alumni Association)
11. Retired Staff (Appointed by Retiree Association)
12. Sacramento Region Community Member (2 members through Anchor)
13. Administrative Staff to the Council (appointed by VP for Inclusive Excellence)*

*denotes required membership

Appointments

Appointments to the advisory committee are made by the Vice President for Inclusive Excellence and approved by the President upon receipt of recommendation from appropriate campus organizations or other appropriate channels. Members are appointed for two (2) years, with a rotation of new members 6 months prior to the end of a member’s term. The Vice President shall have the option of reappointing members to additional terms. The Vice President for Inclusive Excellence shall serve as the Co-Chair of the Equity & Diversity Advisory committee.

Reporting

In the interests of transparency, the advisory committee shall contribute to the AICP and IE impact report, which will be posted publicly on the Sacramento State Inclusive Excellence website.

Meetings

The committee shall meet every other month (bi-monthly) and recommendations or requests from the advisory council shall be transmitted by the Co-Chairs to the President for consideration. The membership, agenda, and minutes of meetings of the committee shall be published on the campus website and made available to the general public.

Reference Documents:

- AICP Action Plan (in progress)
- Acts of Bias Bi-Annual Report (Spring 2022)