



PROMOTE SAC STATE SHOWCASE

Advancing the AICP March 25, 2024

Acknowledgments

LAND

- Brings TITUTI to the space
- Sovereignty - They are there in constant time
- Repatriate to the Tribes what is theirs

BLACK LABOR

The free labor of the African diaspora - struggle & sacrifice

AICP reflections

"Not pushing my culture away"



Dr. Mia Settles-Tidwell

VP, Academic Excellence

Thanking those who planted the seeds...

Dr. Robin Carter and Dr. Melinda Wilson Ramey

Make it LIVE!

Not just TALK about, but BE about.

with just 1.5 FTE...

- BELIEVING - Year One
- BECOMING - Today we see the harvest
- BEING



DR. LUKE WOOD

it's a contrast - what we're doing today vs. elsewhere...

What's Happening?

After George Floyd, there was change... Now we see a backlash

- Diversity
- Critical Race Theory
- "Woke"

= "DIVISIVE CONCEPTS"

Lead to...



AMBASSADORS

In Contrast...

WE are the ones who are doing this work - an Ambassador to students in other States

Who are we to do that? We don't have a perfect record...

But still...

Why we can be an **ANTITHESIS**...

- In the Capitol of the 7th largest economy
- Our graduates go on to be leaders/Influencers
- A REFUGE for students to experience belonging

We ARE ...

- Proud Hispanic/serving institution - higher graduation rate
- 22% from Asian, Pacific Islander population
- Enroll more Black students than any other CSU Recognized as a Black serving institution.



Imagery! of the AICP

Q.

MISSION BASED VS. ENROLLMENT BASED

We are often BOTH and working to make progress



Q. Empowerment for Promoting Social Justice

A. Look at the action plan itself Remember that we don't do this for ourselves

Q. Like MOST about AICP?

A. "I'm a nerd." I think it's a powerful document - "whenever we think we've arrived, we have more work to do."

A CONVERSATION with President Wood...

Q. How to Balance?

A. Keep your eye on the long-term prize. It's like a bank account... don't be a wounded healer

Q. Support for those impacted by international conflict?

A. Have honest conversations/debate - learn the truth.



A.

Institutional Commitment

Get involved immediately
ERG - be in one
Attend as you CAN!
Low-hanging fruit - always move forward
Broadening of the Speaker Series
Know your LANE
Involve Everyone - Not just P.O.C.
Matching System → More Connections?
Share the Stories
Be PRESENT!



"Change takes place from the INSIDE!"

ANTI RACISM Learning & Literacy

Start EARLY
Treat as PEOPLE, not 'disadvantaged'
↳ fight implicit bias & stereotypes
Celebrate ALL the Cultures

Complacency helps the oppressor
Empower Students to Advocate
More diverse representation among faculty
Full others in the Advocate (not just the P.O.C.)

MATTERING & AFFIRMATION

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

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ADVANCING the AICP through Campus Community Support

Growth of Pregnant and Parenting Student Support

9430, 87.5 identify as women

58% - Black, Indigenous, Latinx or Multiple Identities



- Focus on case management
- Helping students advocate
- Working on LEAVES
- Helping to pay for child care

about 50 per semester!

- Dads on campus need support too
- Dads who are faculty

BRING these issues to the forefront

IMPACT - Presentation

Chicanx/Latinx Faculty and Staff Activism

HISTORY - 2008-2010 Advocacy of Staff for

MISSION - To promote equity & inclusion

23 ORIGINAL MEMBERS TO 135 TODAY

(but still not fully representative)

Collaborating on Campus:

Working with other groups - activities, funding for the Center, Scholarships

EVENTS - Building Community through socials & retreats

ADVOCACY - Convocation with Dr. Wood

CHALLENGES -

- Getting access to FUNDING
- Marginalization - people not feeling SAFE on Campus
- Advocacy

El Plan de Sacramento
→ Becoming an HSI
Returning to an ORIGIN

"We cannot seek achievement for ourselves... but support the labor of our community."
- Cesar Chavez

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

- Majors - Largely Education Social Sciences
- Leadership Still haven't had a female President YET
- Student Health Accessing student health much more than males
- Clubs & Sports Clubs
- Student Athletes 11 women's teams
- How do Females FEEL?
- Feel unsafe
- DB-GAN - unaware of services at The Well
- What do they want?
- Self-Defense
- Mentors
- Networking

DEIB in Campus Facilities



more than toilet paper, keys, and light bulbs also beekeeping, wayfinding plumbing, set up spaces landscaping and more

- We know we have work to do...
- All gender/ADA bathrooms in future
- Our Population is Changing!
- Locker-rooms... still an uncomfortable place
- Accommodate needs for personal space

We are the LARGEST, most DIVERSE team on campus!

BRIDGING the DIGITAL DIVIDE - Learning Development

The SURVEY... Learn more about computer tech, keyboarding Access a challenge! (started with facilities)



Immediate Impact! - want to digital time, keyboarding - a big help

FUTURE - Scheduling future cohorts Expand to other departments

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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 Cross

GOALS:

- Consider identities critically
- Illuminate privilege (some safer than others)
- Building community & sharing empathy

How are we Feeling?

if it was the weather...



"Clear skies
calm breeze
a little windy..."

Reflection...

What inspires HOPE?

- Change
- Witnessing good will



- Weeds that turn into flowers

BRIDGING & BELONGING groups

The Identity Wheel helps support

The Research

- Small teams
- Builds trust between scholars
- STEM - assists with bridging & belonging
- Way to discuss anti-racism & 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

Brings up the element of STORY

We made MINDFUL connections!

Themes from our discussion

"This was RELATABLE"

"Neither here nor there"

language — culture

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