

**To:** ASI Board of Directors

**From:** Rob Reyes, Director of Learning & Unlearning  
Office for Cultural Transformation, Division of IE

**Subject:** October 2022 ~ Board Report

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### **General Information**

**Office Hours:**

Mon & Fri: virtual office hours from 9:00 – 5:00  
Tues. – Thurs. in-person office hours 9:00 – 5:00

**Contact Information:**

Email: robert.reyes@csus.edu  
Webpage: [Inclusive Excellence Learning](#)

### **A Special Note to Our Hornets**

The Division of IE is pleased to announce:

- The role of Project Manager in the O.C.T. has been temporarily filled by Jena Harris. Jena previously worked for the Sacramento County and has a background early childhood education. Jena has a B.A. in business management and has experience supporting diversity, equity, and inclusion projects in the elementary education setting.
- The Belonging Support & education Graduate Student Assistant role has been filled by Sac State graduate student, Morgan Beatty, who is currently studying Higher Educational Leadership at Sac State. Morgan has also worked as a graduate assistant for the Women's Resource Center and as a graduate advisor for the Full Circle Project. She received her undergraduate degrees in American Multicultural Studies and Women's and Gender Studies from Sonoma State University.

### **University Committee Updates**

AICP Symposium Mtg.  
State Hornet Board Meetings

ASI Board Meetings  
OCT Weekly Collaborative  
Juneteenth Symposium Meeting

### **Strategic Priority Updates**

- Under the leadership of Michael V. Nguyen, AVP for IE, the O.C.T. has been meeting with units across several divisions and colleges to begin supporting customized culture and needs assessments grounded in the IE framework's three-pronged approach (culturally grounded, data-informed, and human centered). The office aims to meet units, departments, and colleges in their current cultural state and guide these microclimates as they self-identify strengths, weaknesses, opportunities for improvement, and barriers that may be impeding their progress toward meeting the Antiracism & Inclusive Campus Plan goals & objectives.

DEI and cultural transformation consultations are ongoing.

- **The Sac State AICP Symposium** has been rescheduled for the Spring to allow more time for campus and community proposal submissions. Students, faculty, and staff are encouraged to visit the [Sac State AICP Symposium webpage](#) to learn more, submit a proposal, and register to participate in the all-day event now scheduled for Tuesday, March 28, 2023 from 8:30 – 4:00.
- **‘Caught in the Act Spotlight’ nominations now open**  
The Division of Inclusive Excellence (IE) is pleased to announce that nominations are open for the “Caught in the Act Antiracism and Inclusion Spotlight” recognition campaign. We acknowledge that creating a campus of belonging requires each of us to put in the effort to address issues of racism, exclusion, and all forms of oppression. The spotlight campaign is designed to highlight those who are doing work in the Hornet community that aligns with the Antiracism and Inclusive Campus Plan. This campaign is for everyone. Help us to shine the spotlight on a student, staff, faculty, administrator, community member, or even yourself for doing the work to eliminate bias and create a more just community. We will feature the stories of selected individuals or groups in our Spotlight Stories on the IE Caught in the Act webpage. To nominate someone or for more information, [visit the Caught in the Act webpage](#). The deadline for this nomination cycle is 5 p.m. Friday, Nov. 11.
- **Green and Gold Speaker Series: Tribal Justice**  
Join us from noon-1 p.m. Tuesday, Nov. 15, as we welcome Chief Tribal Judges Abby Abinanti and Victorio Shaw to the Green and Gold Speaker Series. This virtual panel

[NAME]  
[POSITION]

discussion, moderated by Sac State Native American Studies faculty, will focus on tribal sovereignty, tribal courts, and their approaches to achieving tribal justice and positively influencing the California judicial system. [Register now](#) for this virtual event via Zoom. The event is sure to be informative and impactful. To request ADA reasonable accommodations that would allow you to participate in this event, please contact [Rob Reyes](#) no later than five business days before the event.

- As an extension of IE's work in the area of recruitment, retention, and success of underrepresented faculty, [Diversity Hiring Fellows Program](#) seeks to resource and leverage the expertise of Sac State faculty members in service of Sac State's ongoing commitment to fostering an actively anti-racist and inclusive campus. The program invites **Faculty Diversity Hiring Fellows** to:
  1. Deepen knowledge and skills in bias prevention and diversity, equity, and inclusion (DEI) advising/coaching,
  2. Develop relationships through a professional cohort of fellow scholar practitioners
  3. Engage directly in the work of DEI in faculty recruitment and retention,
  4. Help broaden the capacity of faculty search advising and consultation offered by IE,
  5. Build and implement a cohesive faculty recruitment and retention data collection, analysis, and reporting protocol.

This Fellowship is open to all Tenure Track (Probationary) and Tenured Full-Time Faculty at Sac State.

- Sac State [Beyond J podcast](#) extends the impact of the University beyond J Street — transforming Sacramento by transforming students and other campus groups. From University Communications and Inclusive Excellence, Beyond J dives into the Sacramento region's issues, challenges, cultural topics, and trends from a unique Sacramento State perspective.

Beyond J is hosted by Phillip Altstatt & Rob Reyes, and it includes episodes such as:

- [I Hustled](#) - A recent sac State alumni, and the Program Director for Sac State's "Project Rebound," visit the studio to discuss the program's purpose and its impacts on student success for those previously incarcerated individuals looking to change the trajectory of their lives.
- [I'm a Recovering Racist](#) - This thoughtful conversation, featuring Sacramento Poet Laureate Andru Defeye, focuses on the difference between prejudice and

racism, systemic power and control, privilege and equity, and reveals some uncomfortable truths but is ultimately about hope.

- [Escaping Ukraine](#) - Two Sac State grads—one visiting Ukraine and one at home in Sacramento— share their experiences following the Russian invasion of Ukraine.

## **Meetings, Events, & Presentations**

11/3 - Male Empowerment Consortium (MEC)

11/9 – Sac State Town Hall: Antisemitism (Union ballroom)

11/15 – Green & Gold Speaker Series: Tribal Justice (virtual webinar)

### **Meetings**

10/5 – Beyond J podcast

10/6 – Admin Council

10/11- MPP 101

10/12 – Beyond J Podcast

10/13 – MPP 101

10/17 – Beyond J

10/18 – OCT + Human Resources

10/19 – Policy by the People training

10/20 – ASI Special Board Mtg

10/20 – Pride Fair at Sac State

10/20 - Financial Services + OCT Mtg

10/21 – Inclusive Champions Certificate Program (ICCP) Development Mtg

10/24 – 2024 Juneteenth Symposium Steering Mtg

10/26 – Beyond J

10/26 - Bill Hebert: AICP Symposium & Student Engagement

10/31 - AICP Symposium Check-in

10/31 – State Hornet Publication Board Mtg.

11/1 – Dr. Brian Baker, NAS Chair

11/1 – Beyond J

11/2 – Admin Council

11/3 - Dr. Marcellene Watson-Derbigny

11/4 – Student Health & Counseling Services (SHCS) + OCT

11/9 – Student Orgs & Leadership 2023 DEI Conference

11/9 – Sac State Town Hall: Antisemitism