

To: ASI Board of Directors

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

Subject: December 2022 ~ Board Report

General Information

Office Hours:

Mon & Fri: virtual office hours from 9:00 – 5:00

Tues. – Thurs. in-person office hours 9:00 – 5:00

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A Special Note to Our Hornets

1. The Division of IE is pleased to communicate positive feedback from last month's Antisemitism Hate Symbols & Language Town Hall. As a reminder, members of the Sacramento State faculty and Sacramento City community leaders met to increase communal awareness, engage in collective healing, and to begin developing opportunities for collaborative action. Plans for future action have been developed and are currently in review for approval.
2. The Office for Cultural Transformation, in partnership with Dr. Rose Borunda, are planning to pilot Bridging & Belonging Communities for faculty and staff in January. These communities will be focused on learning and unpacking complex topics around a range of racial and social justice issues happening both nationally and on campus.
3. Diversity Hiring Fellows program participants continue to meet to focus on developing and applying inclusive hiring practices for faculty searches. The goal of the fellowship program is to train diversity hiring ambassadors that will meet with search committees at various times along the search process to ensure a DEI lens grounds the approach to identifying new faculty hires.
4. New Faculty Orientation planning and support: The Office for Cultural Transformation supported the Office of Faculty Advancement in planning New Faculty Orientation. The

goal was to embed DEIBJ focused content and co-develop a plan for future Employee Affinity Group sessions. Two orientation sessions were drafted. One session focused on navigating difficult conversations in the classroom and another one on fostering inclusivity, accessibility and belonging in the college classroom.

University Committee Updates

- AICP Symposium Committee
- State Hornet Board Meeting
- ASI Board Meetings
- OCT Weekly Collaborative
- G&G Speaker Series Committee
- Juneteenth Symposium Meeting
- AICPAP Accountability Tracker Work group

Strategic Priority Updates

- Under the leadership of Michael V. Nguyen, AVP for IE, the O.C.T. continues to meet with units across several divisions and colleges to support customized culture and needs assessments grounded in the IE framework where a culturally grounded, data-informed, and human centered approach to change is being employed. 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.

Ways to Participate

Tabling - Reserve a table to engage attendees in activities while advertising your programs, clubs, or services and help to connect and/or expand stakeholder networks while encouraging individuals and groups to join, participate, collaborate, and support

those already doing the work outlined in the Antiracism and Inclusive Campus Plan (AICP).

Facilitated Discussions - Develop or participate in a 50 min. session that provides dedicated space for increasing communal awareness through learning, discussion, and the exchange of ideas related to minimizing the experience and existence of racism and oppression (personal and institutional/systemic). The goal of each session should be to identify strategies that implement change at the level of the individual, department, and institution.

Spark Sessions - Pitch your DEIBJ, antiracism, or anti-oppression idea or solution, ‘Shark Tank style’ to potential university and/or community sponsors, alumni, and/or donors. Spark interest and ignite awareness for solving existing equity issues and DEI dilemmas on campus. Become a campus changemaker in 5 min. & 5 slides by offering strategies, actions, policy changes, etc. that faculty, staff, and students might immediately use to enhance the classroom and campus experience for all.

Green and Gold Speaker Series: Tribal Justice

The G&G speaker event took place from noon-1 p.m. on Tuesday, Nov. 15. Chief Tribal Judges Abby Abinanti and Victorio Shaw helped to provide communal awareness around concepts such as tribal sovereignty, joint jurisdictional jurisprudence, and their human-centered approach to justice for individuals, communities, families, and youth. The recording of this virtual panel discussion, moderated by Sac State Native American Studies faculty, will be made available soon and will remain available on the [Green & Gold Speaker Series Website](#) for all Sac State community members. If you were unable to attend the event, you are encouraged to view it at your convenience.

Sac State [Beyond J](#) podcast extends the impact of the University beyond J Street — transforming the Sacramento Region by uplifting the voices of 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

List the events, presentations, and meetings you attended, below.

11/10 - Beyond J Podcast on Indigenous voices
11/10 - AICP Symposium Mtg.
11/10 - OCT Consultation updates
11/14 - ICCP & DHFP collaboration meeting
11/15 - G&G Speaker Series on Tribal Justice
11/15 - OCT Consultation Mtg w/ Facilities Management
11/16 - Juneteenth 2024 Planning Mtg.
11/17 - OCT Consultation mtg. w/ Financial Services
11/18 - OCT Consultation Mtg w/ VPO of ABA
11/21 - OCT Weekly Collab
11/22- Symposium Event planning
11/23 - Beyond J podcast
11/28- OCT Weekly Collab
11/28 - State Hornet Publication Board Mtg.
11/28 - Symposium Spark Pitch Session Updates
12/1 - ICCP Connection Mtg
12/1 - Symposium planning mtg.
12/2 - Arts & Letters Faculty Fellows: Meet & Greet
12/5 - OCT Weekly Collab
12/5 - Quarterly Impact Reports
12/6 - Aligning on accessibility for events w/ Jennifer Murchison
12/7 - OCT Mission & Goals Development
12/7 - Beyond J Podcast
12/8 - Finalize mockup for AICPAP Accountability Tracker w/ IRT
12/9 - Beyond J podcast team meeting