



Dear CSUSM Employees,

I want to share with you an important event that is coming up this week that I hope that you can make time to attend. On Tuesday, Oct. 27 from noon to 1:30 p.m., the Office of Inclusive Excellence is hosting its Inaugural Distinguished Lecture Series, The New Jim Crow in Academia. During this event, faculty members in the Department of Sociology will share a research study on the Black Experience at our university. The zoom link is: <https://csusm.zoom.us/j/91213673077>

Over the last several months, we have engaged as a community in brave and important conversations about how we can create a more inclusive and welcoming Cal State San Marcos for all. The key to our ability to move forward in our efforts is to give voice to and understand the experiences of our Black colleagues and students at our university. I shared in August the action steps that we would take to address anti-Black racism and systemic racism at our university. One of the [action steps](#) is sharing this study by Drs. Sharon Elise, Lori Walkington and Mohamed Abumaye.

Another important event this week is the All People's Luncheon on Thursday, Oct. 29 from noon to 1:30 p.m. This year's theme is "From Statement to Action: Institutional Commitment to Racial Justice" and we will hear from guest speaker Dr. Gregory J. Vincent, an acclaimed civil rights attorney, university professor and administrator. At the event, I also look forward to announcing the recipient of the Student Champion Award for Inclusive Excellence and Diversity. Please register in advance [online](#).

I am thankful for these opportunities to listen and learn, and I hope you will join me.

Sincerely,  
Ellen Neufeldt  
President

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