

**Scripps College Diversity and Inclusion Update**  
**Spring Semester 2016 Commitments**  
**Updated: 5/13/2016**

<b>Student Support and Resources</b>		
<b>Commitment</b>	<b>Lead</b>	<b>Status</b>
Communicate discrimination/harassment policy to students	Interim President Marcus-Newhall	<ul style="list-style-type: none"> <li>• Provided link to Discrimination and Harassment Policies and Grievance Procedures on IDEA website</li> <li>• DOS continues to provide accommodations for students</li> </ul>
Allocate additional funding for First Gen student programs	VP Johnson VP Archibald	<ul style="list-style-type: none"> <li>• \$10-11k set aside in next year's budget for first gen programming</li> <li>• First Gen programs were designated as a giving opportunity on campaign website. Resources for the program continue to increase as a result of the generosity of donors</li> <li>• Faculty have identified First Gen support as their project for the faculty fundraising campaign, and gifts are being made in support of first generation scholarships</li> </ul>
Create specific support groups and resources for first generation students	VP Johnson	<ul style="list-style-type: none"> <li>• First Gen program has been expanded</li> <li>• Programming continues to evolve based on student needs and feedback</li> </ul>
Create a budget for the First Gen program at Scripps so that co-interns can plan events (such as flight stipends for Pre-Orientation)	VP Johnson	<ul style="list-style-type: none"> <li>• Programming budget established</li> </ul>
Expand support in the office of the Assistant Dean of Students and the Director of Academic Resources and Services	VP Johnson	<ul style="list-style-type: none"> <li>• Staff expanded</li> </ul>
Support the increase of funding to Monsour Health Services	Interim President Marcus-Newhall VP Johnson	<ul style="list-style-type: none"> <li>• Hired a psychologist with expertise in Asian American communities using additional funding allocated by the Council of Presidents to begin in fall 2016</li> <li>• Providing supplemental counseling opportunities to reduce wait times for appointments</li> <li>• Hired postdoctoral fellows with experience working with students of color to provide additional counseling resources</li> <li>• Council approved hiring a therapist who will have expertise with the African American population for fall 2016</li> </ul>
Work with Claremont University Consortium (CUC) to review healthcare services provided by Monsour and address the current wait time problem	VP Johnson	<ul style="list-style-type: none"> <li>• Wait times have been reduced significantly, and scheduling is being monitored to immediately address increased demand</li> <li>• Comprehensive review of mental health services underway to include assessment of usage rates, satisfaction, and effectiveness</li> </ul>
Provide resources to offset the cost of counseling copays for students	VP Johnson	<ul style="list-style-type: none"> <li>• Copays being covered for students treating with specific off-campus providers</li> <li>• DOS maintains a list of off-campus providers for students who choose not to utilize Monsour</li> <li>• Program has been continued for the next academic year</li> </ul>

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Work with Dean of Students to better understand why students take personal leaves of absence and what can be done to facilitate their return to Scripps	VP Johnson VP Liss	<ul style="list-style-type: none"> <li>Admission, IR, DOS, DOF, and Registrar will continue to address collecting data on leaves, stream line process for students, and track students over time</li> <li>Information collected will be utilized to prevent leaves of absence and facilitate a smooth reentry</li> </ul>
Create a mentoring program for First Gen students with faculty and staff mentor volunteers	VP Johnson	<ul style="list-style-type: none"> <li>First Gen mentoring program is in place</li> </ul>

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<b>Education &amp; Accountability</b>		
<b>Commitment</b>	<b>Lead</b>	<b>Status</b>
Add position dedicated to administration of diversity and inclusion programs	VP Nelson Nash VP Johnson	<ul style="list-style-type: none"> <li>• Funded new position dedicated to diversity and inclusion work</li> <li>• Student input has been received and we will continue to solicit input through April</li> </ul>
Suspend Sustained Dialogues program	VP Nelson Nash	<ul style="list-style-type: none"> <li>• Programmatic options have been explored</li> <li>• Input has been received from PACDI</li> <li>• A survey was sent to the community seeking input on programmatic content.</li> </ul>
Continue and enhance diversity and inclusion programming	VP Nelson Nash	<ul style="list-style-type: none"> <li>• There are multiple upcoming trainings that will be available to the staff: <ul style="list-style-type: none"> <li>○ Improving Communications</li> <li>○ Respect and Positive Interaction in the Workplace</li> <li>○ Fostering Inclusion in the Workplace</li> <li>○ Dealing with the Elephant in the Room</li> </ul> </li> </ul>
Develop bias incident reporting protocol	VP Johnson	<ul style="list-style-type: none"> <li>• Student feedback has been solicited and protocol is complete and ready for fall implementation</li> </ul>
Require diversity and inclusion training for staff	VP Nelson Nash	<ul style="list-style-type: none"> <li>• Workshops/training options have been identified and input was provided by Staff Council</li> <li>• Workshops will be offered during the summer and throughout the academic year</li> </ul>
Promote, through the Interim Dean of Faculty, the importance of faculty training and encouragement of faculty to seek resources to navigate classroom dialogue regarding power and oppression	VP Liss	<ul style="list-style-type: none"> <li>• Faculty sessions on this topic have been scheduled throughout this semester and all faculty are encouraged to attend</li> <li>• Workshops with Becky Wai-Ling Packard scheduled through the 5Cs, including Scripps, in February</li> <li>• Workshops to address “anti-oppression pedagogy” with Antoinette Myers held on April 21 for faculty</li> </ul>
Work with Interim Dean of Faculty on faculty search process to include diverse representatives	VP Liss	<ul style="list-style-type: none"> <li>• The faculty have priorities and procedures in place to encourage diverse applicant pools and hiring of faculty from underrepresented groups</li> <li>• Of the 18 tenure-track faculty (including Keck) hired for the 2015-16 and 2016-17 academic years, 13 are women; 9 are people of color</li> </ul>
Communicate to the Interim Dean of Faculty and the Director of Human Resources the desire of students to have a voice on search committees by being a voting member	Interim President Marcus-Newhall	<ul style="list-style-type: none"> <li>• The DOF has reintroduced the possibility of adding students as voting members of search committees to the Appointments, Promotions and Tenure Committee to determine whether the measure should be voted on by the Faculty Executive Committee and full faculty; APT has declined to move this item forward</li> <li>• Student representation on search committees is strongly encouraged for exempt Dean of</li> </ul>

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		Student positions.
Provide a resource list of processes and procedures so students will have a better understanding of which offices handle academic, financial, or co-curricular functions of the College	VP Nelson Nash	<ul style="list-style-type: none"> <li>Organizational charts and list of administrative resources posted to the I.D.E.A. website</li> </ul>
Bring awareness to faculty and staff of what it means to be first generation	VP Johnson	<ul style="list-style-type: none"> <li>First gen newsletter created and disseminated monthly to all students, faculty, and staff</li> </ul>
Consider developing an alternative way to report self-reported identities outside of the fact book that is representative of Scripps student preferred language	VP Nelson Nash	<ul style="list-style-type: none"> <li>Review underway with Institutional Research will continue through the summer to develop an alternative approach that will be discussed with PACDI in the fall</li> </ul>
Differentiate reporting identities by internal and external requirements such as marketing publications versus the fact book	VP Nelson Nash	<ul style="list-style-type: none"> <li>Review underway with Institutional Research will continue through the summer to develop an alternative approach that will be discussed with PACDI in the fall</li> </ul>
Hire greater number of staff of color, especially Asian Americans in administrative positions	Interim President Marcus-Newhall	<ul style="list-style-type: none"> <li>This is being done across the college</li> </ul>
Work with Director of Human Resources on staff search process to include diverse representatives	VP Calvo	<ul style="list-style-type: none"> <li>A new formal search committee process has been created and implemented</li> <li>The new process includes clarifying expectations of commitment members to apply the Scripps Principles of Community and Diversity in search activities, and provides tools to help committee members integrate these principles into the process</li> </ul>
Advocate for Scripps College searches to include in their advertisement a requirement that the candidate provide a statement and proof of commitment to diversity, inclusion, and equity	VP Calvo	<ul style="list-style-type: none"> <li>Human Resources has implemented an online applicant tracking system that requires applicants to confirm understanding of and commit to adhering to Scripps Principles of Community and Diversity</li> <li>All jobs are posted on higher education diverse jobs system</li> </ul>

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<b>Curriculum</b>		
<b>Commitment</b>	<b>Lead</b>	<b>Status</b>
Develop new Core I three-year cycle	VP Liss	<ul style="list-style-type: none"> <li>New Core Director Youyoung Kang collected student input during spring semester</li> </ul>
Establish faculty working group to explore intercollegiate departments for Indigenous Studies and Disability Studies	VP Liss	<ul style="list-style-type: none"> <li>Faculty working group established and ongoing</li> <li>Meetings with students interested in this issue to explain the process for developing the curriculum are ongoing</li> </ul>

<b>Enrollment</b>		
<b>Commitment</b>	<b>Lead</b>	<b>Status</b>
Conduct comprehensive assessment of potential implications of eliminating SAT/ACT requirement	VP Romero VP Liss	<ul style="list-style-type: none"> <li>Working group established to perform assessment of SAT/ACT requirement ongoing</li> <li>Faculty group met with VP Romero</li> <li>VP Romero visited an east-coast school that went test-optional this year and meet with the VP to discuss the reasons for the decision, lessons learned, challenges and benefits during the application review process.</li> </ul>
Evaluate impact of increasing scholarships/support for undocumented/DACAmented students	VP Romero, VP Archibald	<ul style="list-style-type: none"> <li>Surveying peer institutions to determine how undocumented students are reviewed in the admission and financial aid process</li> </ul>

<b>Consortial Policies</b>		
<b>Commitment</b>	<b>Lead</b>	<b>Status</b>
Advocate for Monsour to hire/have therapists with racial based trauma expertise	VP Johnson	<ul style="list-style-type: none"> <li>Supporting inclusion of therapists with racial based trauma expertise in Monsour's current recruitment pool</li> <li>Monsour has expanded services to include therapists with cultural expertise. Now have full time staff members to work with Latino students, LGBTQ students and Asian students. Two African-American post docs have focused on black students</li> </ul>
Appoint student representatives to 7C student working group; advocate for recommendations to the Council of Presidents	VP Johnson	<ul style="list-style-type: none"> <li>Student, faculty and staff feedback has been collected</li> <li>Policy revision process will extend into fall 2016</li> </ul>

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