CIDE Meeting Minutes
November 7, 2018

Meeting began with a review of diversity and inclusion progress since 2001, beginning with the Irvine grant to support college diversity, which led to the establishment of SCORE, First-Gen program, new faculty of color hires, curriculum diversity, among other items. The committee discussed possible working group topics of discussion:

- Preparing students for the workforce:
  - Dealing with non-inclusivity within the workplace
  - Leverage the alumnae network
- Gender inclusivity
  - Response to leaked Trump memo
  - Administrative response includes upcoming trainings and messages of support
  - Within faculty/staff
  - *Create list of all gender neutral bathrooms so that it’s accessible to everyone*
  - *Identification documents and name change alignment issues*
- Global/local focus
  - *See recommendations from members within the community in regards to collaborating with students at Scripps College*
- Outreach and Focus on International Students
  - Encouraging int’l students to speak out and participate in spaces they are excluded from
  - Finding a space or a 7C resources for Asian American students
  - Class and intersectionality
  - *Talk to Scripps students, Romanshi, and Janavi about int’l students’ experiences and concerns*
  - *Discuss international student engagement and support needs*
- Mental Health: Practice Well-being & Help-seeking, Coping at Scripps College
  - Focus on marginalized students at Scripps College
    - Distinguishing and being mindful of language when working with students of color; macroaggressions
      - Ex. Using “resiliency” can be harmful as it is inconsiderate of students that are already resilient
      - Disheartening tone in language of using “stick-through it” to students of color
    - Practice well-being as community building
      - *Discuss coping strategies and help-seeking*
- Financial Aid
  - Transparency & Accessibility of aid
    - Many low income and students of color have reported that the Financial Aid language isn’t clear and sometimes confusing
    - Students have reported that there is a need for enhanced communication about financial aid and the need for consultation in making financial decisions that will affect their aid or emergency grants, etc.
Financial Aid has updated and enhanced their website and offered Financial Aid information sessions. Denise will share the committee members’ comments with Financial Aid.

- Accessibility for lower income students
  - Opportunities for more funding and aid
  - There seems to be an opportunity for greater information sharing on financial aid with the community and more promotion to the student body
  - A better understanding of the emergency fund would be helpful to students
  - *Update and post more information students can access on the financial aid website*
  - *Work on outreach: flyers, emails, workshops*

- Study Abroad
  - Many students of color don’t attend or express interest in studying abroad
  - Unclear allocation of Financial Aid and study abroad program expenses

- Budget Transparency
  - Concerns raised about lack of information on the Scripps budget
    - PBAC- community representative committee on budgeting at Scripps College
    - Annual Financial report is publicly posted online
      - Denise will share the link to the annual financial reports

**2018-2019 Working Groups:**

- **International Student Experience and Engagement**: Hao (chair), Safia, Anjila, Romanshi
- **Help-Seeking and Coping Strategies**: Kim (chair), Mariaestella, Mary, Tiffany, Yunjing
- **Taking Full Advantage of the Scripps Experience**: Jenn (chair), Anna, Crystal, Iishe, Martha

Committee members unable to attend the meeting will be assigned to a committee, but will be free to change based on their interest.

Denise will send a memo with next steps for the working groups.

Next meeting in December.