

## IDEA Initiative 2018-2019 Report

The Inclusion, Diversity, Equity, and Access (IDEA) Initiative, under the sponsorship of the Office of the President, continued to build on the Initiative's goals in advancing inclusion, diversity, equity and access through resources, conversations, events, and workshops open to Scripps students, faculty, and staff, as well as the entire 7C community.

Fall 2018

### ConverAction

#### *Notes of an Undocumented Citizen*

Continuing the discussion on the national climate on race, community, and change, IDEA continued to partner with Scripps Presents. In the fall ConverAction focused on the meaning of "home." Assistant Dean for Academic Resources and Services **Julie Loppacher** facilitated a conversation about belonging, making new homes, and our responsibilities to each other as members of the Scripps community. This was followed by "Dear America: **Jose Antonio Vargas** in Conversation" on September 26, an IDEA/Scripps Presents event focused on Vargas' book—*Dear America: Notes of an Undocumented Citizen*.

### Community Building Workshops

**dr. becky martinez** returned to campus to facilitate workshops on effectively engaging as a community across difference. With the richness of diversity on campus comes the challenge to create inclusion and foster an environment where all members of the Scripps community feel safe and welcome. The workshop provided tools to engage across difference, build capacity to have critical conversations, and develop campus-wide norms for inclusivity.

### Committee on Inclusion, Diversity, and Equity (CIDE)

CIDE's charge includes proposing initiatives that will enhance public dialogue on gender identity, ethnicity, religion, race, diversity, and other topics critical to the future of the College and facilitating campus conversations on race, equity, and inclusion. Additionally, CIDE develops recommendations for improving College policies and practices that have an impact on equity and access. The [committee](#)—faculty, staff, students, and an alumna—identified three working groups for the year: Help Seeking and Coping Strategies, Financial Accessibility, and the International Student Experience and Engagement.

Spring/Summer 2019

## **Community Building Workshops**

**Dr. Jenny Escobar**, Restorative Justice Strategist and Coach at the California Conference for Equality and Justice, facilitated workshops for faculty, staff, and students on RJ foundational theories and core values that anchor Restorative Culture Implementation model. The California Conference for Equality and Justice (CCEJ) is a human relations organization dedicated to eliminating bias, bigotry and racism through education, conflict resolution, and advocacy. Participants experienced community building activities and engaged in a media presentation to better understand the essential place of relationships in driving restorative practices in communities.

**dr. becky martinez of the Social Justice Training Institute**, welcomed staff members interested in expanding their practical learning skillset and tools around inclusive leadership, disrupting unconscious bias, and building community. Through consultancies facilitated by *dr. martinez*, staff members had the opportunity, individually or in groups, to have frank conversations about the complexities of a diverse and inclusive campus. The sessions, **Identify, Strategize, Act**, provided space for attendees to reflect on complicated situations and occurrences, or talk through a persistent concern and identify ways to navigate and develop strategies to address future situations.

## **Committee on Inclusion, Diversity, and Equity (CIDE)**

CIDE Working Groups conducted listening tours with members of the Scripps community to gather input and obtained information on current College resources and practices with the goal of identifying implementable ways to enhance existing strategies, practices, and resources. A number of [recommendations](#) were submitted to the President and the senior team for consideration. Several recommendations were identified as available or in process. These include free Class Pass for Foothill Transit available to students, with routes including Target and the Montclair Mall, increased funding authorized for Study Abroad to cover costs such as program applications, visas, and required immunizations, a video tour of campus is under development as part of prospective and admitted student resources, and Scripps has a joint hire with Pomona that provides advanced ESL teaching and dialogue regarding academic writing and plagiarism. Under consideration are providing additional furniture in recreation rooms, hiring graduate students as academic coaches, enhancing the website portal with resource links for international students, and improving awareness of IPlace as a Scripps resource.

## **IDEA 2.0**

The Scripps College Centennial Plan: Alive with Promise identified building a stronger, more inclusive community in which members understand, appreciate, and learn from each other's differences of identity, experience, and access to resources as one of the first ten initiatives. The goal of IDEA 2.0 is to cultivate a greater sense of belonging and

enable our students to build more diverse, accessible, equitable communities in their lives after graduation. Led by Implementation Leader and assistant dean and director of SCORE Jenn Wells, the team also includes assistant professor of chemistry Nancy Williams, associate dean of students Adriana di Bartolo, and Safia Hassan '21.

### **Information Sourcing**

The IDEA website continued to serve as a resource tool for information on campus messages, events, programs, and resources related to inclusion, diversity, equity, and access. Examples include the 7C Diversity Committee programs and news, the President's Updates on Diversity and Inclusion, and links to the College's harassment policy, administrative departments, and student organizations.