

Scripps College Diversity and Inclusion Update
Responses to PACDI Priorities, Board Student Affairs Committee Recommendations, and Student Organizers Demands
Updated: [3/25/2017](#)

Student Support and Resources			
Commitment	Lead	Action	Status
Communicate discrimination/harassment policy to students	VP Marcus-Newhall VP Johnson	<ul style="list-style-type: none"> • Provided link to Discrimination and Harassment Policies and Grievance Procedures on IDEA website. • Dean of Students continues to provide accommodations for students. 	Completed
Allocate additional funding for First Gen student programs	VP Johnson VP Archibald	<ul style="list-style-type: none"> • \$10,000 set aside in the budget for first gen programming. • First Gen programs were designated as a giving opportunity on campaign website. New gifts in 2016-17 that have allowed us to expand and enrich programming. • First Generation scholarships continue to be the focus of the faculty giving campaign in 2016-17. 	Ongoing
Create specific support groups and resources for first generation students	VP Johnson	<ul style="list-style-type: none"> • First Gen program has been expanded. • Programming continues to evolve based on student needs and feedback. • Annual evaluation of student needs. 	Ongoing
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"> • Programming budget established. 	Completed
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"> • Hired one additional full-time position in the Dean of Students office. • Hired 2 graduate student interns this academic year, and will expand to 4 next year to provide academic coaching, crisis counseling, and supportive services to students. 	Completed
Provide resources to offset the cost of counseling copays for students	VP Johnson	<ul style="list-style-type: none"> • Co-pays being covered for students receiving treatment from specific off-campus providers. • DOS maintains a list of off-campus providers for students who choose not to utilize Monsour. • Of-campus referral programs will continue beyond the current academic year. 	Completed
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 Marcus-Newhall	<ul style="list-style-type: none"> • Admissions, Institutional Research, Dean of Students, Dean of Faculty and also Registrar will continue to address collecting data on leaves, stream line process for students, and track students over time. • Redesigned the exit interview process to gather better information regarding leaves of absence and withdrawals which will enable us to enact preventive measures. 	Ongoing
Create a mentoring program for First Gen students with faculty and staff mentor volunteers	VP Johnson	<ul style="list-style-type: none"> • First Gen mentoring program is in place. 	Completed

Scripps College Diversity and Inclusion Update
Responses to PACDI Priorities, Board Student Affairs Committee Recommendations, and Student Organizers Demands
Updated: [3/25/2017](#)

Education & Accountability			
Commitment	Lead	Actions	Status
Add position dedicated to administration of diversity and inclusion programs	VP Nelson Nash VP Johnson	<ul style="list-style-type: none"> Incorporated student input into reorganization of SCORE office and hired staff to more directly support and implement diversity and inclusion strategies. 3 President's Office student interns focus on supporting D&I work. 	Under Review
Suspend Sustained Dialogues program	VP Nelson Nash	<ul style="list-style-type: none"> Sustained Dialogues was suspended in 2015. 	Completed
Continue and enhance diversity and inclusion programming	VP Nelson Nash	<ul style="list-style-type: none"> Held 5 ConverActions dialogue programs for campus community throughout the year. Presented diverse speakers and topics with an emphasis on inclusion through the Scripps Presents speaker series. A survey was sent to the community seeking input on programmatic content. PACDI is exploring establishing an Intergroup Relations program. 	Ongoing
Develop bias incident reporting protocol	VP Johnson	<ul style="list-style-type: none"> Working group has been formed to make recommendations to President Tiedens. 	Ongoing
Require diversity and inclusion training for staff	VP Calvo	<ul style="list-style-type: none"> 5 workshops were offered and 4 more are scheduled this academic year. Workshops will continue to be offered next academic year. 	Ongoing
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 Marcus-Newhall	<ul style="list-style-type: none"> Faculty sessions on these topics are occurring and all faculty are encouraged to attend. The Center for Teaching and Learning (CTL) has a focus on inclusive pedagogy with its programming and more can be learned by going to the CTL website. The 7 Claremont Colleges Diversity Working Group is bringing workshops to campus for faculty including Becky Wai-Ling Packard and "anti-oppression pedagogy" with Antoinette Myers. Faculty reading group generated on bell hooks about pedagogy. SCORE interns led sessions with Keck faculty. 	Ongoing
Work with Interim Dean of Faculty on faculty search process to include diverse representatives	VP Marcus-Newhall	<ul style="list-style-type: none"> The faculty have priorities and procedures in place to encourage diverse applicant pools and hiring of faculty from underrepresented groups. The Appointments, Promotions, and Tenure Committee (APT) continues to monitor and evaluate. Of the 18 tenure-track faculty (including Keck) hired for the 2015-16 and 2016-17 academic years, 12 are women; 8 are people of color. 	Completed
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	VP Marcus-Newhall VP Calvo	<ul style="list-style-type: none"> The interim DOF 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 declined to move this item forward. Students are often represented on search committees for exempt Dean of Student positions. 	Completed

Scripps College Diversity and Inclusion Update
Responses to PACDI Priorities, Board Student Affairs Committee Recommendations, and Student Organizers Demands
Updated: [3/25/2017](#)

Education & Accountability			
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"> Organizational charts and list of administrative resources were posted to the I.D.E.A. website. 	Completed
Bring awareness to faculty and staff of what it means to be first generation	VP Johnson	<ul style="list-style-type: none"> First gen newsletter created and disseminated monthly to all students, faculty, and staff Ongoing events such as lunches and dinners with faculty highlight first gen students' needs and priorities strengthen connections to the community. 	Ongoing
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"> Self-reported identities are reflected in Admission data, on the website and, in other College publications. 	Completed
Differentiate reporting identities by internal and external requirements such as marketing publications	VP Nelson Nash	<ul style="list-style-type: none"> Self-reported identities outside of the fact book are reflected in Admission data, on the website and, in other College publications. 	Completed
Hire greater number of staff of color in administrative positions	President Tiedens	<ul style="list-style-type: none"> We are committed to building a diverse workforce consistent with the spirit of our principles of community and diversity. Recent revisions to recruitment processes and systems have been designed to help hiring managers attract more diverse applicant pools. 	Ongoing
Work with Director of Human Resources on staff search process to include diverse representatives	VP Calvo	<ul style="list-style-type: none"> A new formal search committee process has been created and implemented. 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. 	Completed
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"> Built into all staff job descriptions is the duty to abide by the College's principles of diversity. 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. All jobs are posted on higher education diverse jobs recruitment platforms. Harassment, equal opportunity employer, etc. policies updated and online 	Completed

Scripps College Diversity and Inclusion Update
Responses to PACDI Priorities, Board Student Affairs Committee Recommendations, and Student Organizers Demands
 Updated: [3/25/2017](#)

Curriculum			
Commitment	Lead	Actions	Status
Develop new Core I three-year cycle	VP Marcus-Newhall	<ul style="list-style-type: none"> Core Director YouYoung Kang collected student input during spring semester of 2016 as the planning was in progress; Histories of the Present: Community was initiated in fall semester 2016 and will continue for fall 2017 and fall 2018 	Completed
Establish faculty working group to explore intercollegiate departments for Indigenous Studies and Disability Studies	VP Marcus-Newhall	<ul style="list-style-type: none"> Faculty working group established and ongoing. Meetings with students interested in this issue to explain the process for developing the curriculum are ongoing. 	Ongoing

Enrollment			
Commitment	Lead	Actions	Status
Conduct comprehensive assessment of potential implications of eliminating SAT/ACT requirement	VP Romero VP Marcus-Newhall	<ul style="list-style-type: none"> Faculty working group established to perform assessment of SAT/ACT requirement. Faculty group met with VP Romero. VP Romero visited an east-coast school that went test-optional this year and met with the VP to discuss the reasons for the decision, lessons learned, challenges and benefits during the application review process. 	Under Review
Evaluate impact of increasing scholarships/support for undocumented/DACAmented students	VP Romero VP Archibald	<ul style="list-style-type: none"> Surveyed peer institutions to determine how undocumented students are reviewed in the admission and financial aid process. Admitted multiple DACA/undocumented students this year. Beginning this academic year's admission cycle, Scripps will provide need-based financial aid (renewable for four years), to these students. The student's need will be met with a Scripps College grant. The Dean of Students and Dean of Faculty will work with the Admission Office to provide comprehensive support for DACA/undocumented students. 	Completed

Scripps College Diversity and Inclusion Update
Responses to PACDI Priorities, Board Student Affairs Committee Recommendations, and Student Organizers Demands
 Updated: [3/25/2017](#)

Consortial Policies			
Commitment	Lead	Actions	Status
Support the increase of funding to Monsour Health Services	VP Johnson	<ul style="list-style-type: none"> • Hired psychologists with expertise in Asian American and black communities using additional funding allocated by the Council of Presidents in fall 2016. • Provided supplemental counseling opportunities to reduce wait times for appointments. • Hired postdoctoral fellows with experience working with students of color to provide additional counseling resources. • Supporting additional budget requests for 2017-18. 	Ongoing
Work with Claremont University Consortium (CUC) to review health care services provided by Monsour and address the current wait time problem	VP Johnson	<ul style="list-style-type: none"> • Wait times have been reduced significantly and scheduling is being monitored to immediately address increased demand. • Comprehensive review of mental health services underway to include assessment of usage rates, satisfaction, and effectiveness. • External review underway to evaluate services provided and ensure adequate support for students. 	Ongoing
Advocate for Monsour to hire/have therapists with racial based trauma expertise	VP Johnson	<ul style="list-style-type: none"> • Monsour has expanded services to include therapists with cultural expertise. Monsour now has full time staff members to work with Latino students, LGBTQ students, Asian students, and black students. • This goal is being met through additional hires at Monsour and through the diverse base of providers in Scripps off-campus referral program. 	Ongoing
Repeal 7C demonstration policy	VP Johnson	<ul style="list-style-type: none"> • Appointed student representatives to 7C student working group; advocated for recommendations to the Council of Presidents. • Student, faculty and staff feedback has been collected. • Working group has been formed to revise policy based on community feedback. 	Ongoing