


# Equity and Justice Leadership Team

2021-2022

Year-End Report

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Amy Marcus-Newhall
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# Letter from the President

Build. Sustain. Transform. These are the goals of our shared commitment to diversity, equity, inclusion, and justice at Scripps College. Through individual and community engagement, we look to build capacity, sustain progress, and transform relationships while remaining mindful that each member of our community has their own unique voice and experience. Over the course of the academic year, students, faculty, and staff used their talents and skills to meet challenges on their own terms and transform them into opportunities. This yearend report highlights the many ways our community stepped up and stepped out of the confines back to normal and forged new pathways to enhance and accelerate the College's DEIJ goals and foreground antiracism work.

The Equity and Justice Leadership Team was formed to advance these efforts and ensure alignment of resources. Your voice counts. As we look to the next academic year, the focus will remain on community building and your participation is vital to our progress of where we want to be in 2023 and beyond.

Amy Marcus-Newhall  
Interim President



# Equity and Justice Leadership Team

## Vice President/Secretary of the Board of Trustees/Convener of the IDEA Initiative

The Vice President is the College's executive level DEJ strategist. As a member of the senior team, the Vice President identifies areas for embedding DEJ in College and Board practices, identifies opportunities to advance DEJ as a core College value and critical component of college culture, examines structure for accountability, seeks and secures funding for initiatives and programs, and coordinates activities of the EJ team. The VP bridges the work of the senior team with that of the Associate Dean for Racial Equity and the Assistant Dean and Director of SCORE through a multi-pronged partnership approach advancing learning, leadership, and commitments.

## Associate Dean for Racial Equity

The Associate Dean for Racial Equity (ADRE) is an integral part of the Equity and Justice Leadership Team. The Associate Dean for Racial Equity provides a faculty perspective and is involved in advancing DEJ within faculty affairs. The Associate Dean for Racial Equity leads the faculty DEJ initiatives and works with faculty governance to develop new procedures and practices that work to promote diversity, inclusion, and equity. The Associate Dean for Racial Equity also helps create DEJ professional development opportunities in collaboration with the Assistant Dean and Director of SCORE. This collaboration is essential for lifting up the linkages between classroom practices and the student experience.

## Assistant Dean and Director of SCORE

The Assistant Dean and Director of SCORE provides the student perspective and provides advocacy for students. The Assistant Dean and Director of SCORE facilitates departmental workshops, collaborates with the ADRE on faculty conversation about DEJ, and contributes to newsletters. The Assistant Dean and Director of SCORE focuses on students' needs and works collaboratively with the team to provide the student perspective and provides insight into student needs. The Assistant Dean and SCORE Director is the DEJ subject matter expert on the team.

## Graduate Fellow

The graduate fellow facilitates the research initiatives and creates necessary tools for the equity and justice team. The graduate fellow examines the gaps between Scripps' practices and procedures and DEJ initiatives while also benchmarking against peer institutions DEJ initiatives. In 2021-2022, the graduate fellow curated LACRELA resources to make them more accessible and assisted in the creation of presentation for the team to advance DEJ knowledge within the Scripps community. This role is essential for building DEJ fluency on campus assessing Scripps' DEJ progress. Above are some examples of what the current graduate fellow has accomplished, but there is a lot of flexibility for the focus of the graduate fellow.

# Accomplishments

## Learning

- Collaborated with Queer Resource Center for a Pronoun Workshop for faculty and staff
- Language and inclusivity workshop for Board of Trustees
- Curated recordings and resources from the LACRELA eConvenings and made them available to all faculty and staff

## Leadership

- Faculty adopted new search protocol for hiring a more diverse faculty
- Added Land Acknowledgment on Scripps' website

## Research

- Distributed NACCC survey and received 33% response rate
- Key Performance Indicators (2020 - 2021) posted to IDEA website

# Partnerships & Collaborations

## Fall Faculty sessions:

Core 1 faculty session on Classroom Flare Ups and How to Respond (facilitated by Nick Daily) Language Assistants session on Belonging

## Spring Faculty sessions:

Core 2 faculty session on Creating Community in Classrooms  
All faculty session on Trauma informed practices

## Staff sessions:

Admissions (EJ Team)  
MarComm (EJ Team)

## Students:

Community Dinner in Fall (creating Community Fund)  
SCORE leader lunch in Spring (Creating Community Fund)

## Board of Trustees:

Language, Learning and Leadership Workshop – two sessions  
(Facilitated by EJ Team)

## All Community:

Gender Identity and Pronouns Workshop (facilitated by Queer Resource Center)

## National Partnerships:

Liberal Arts College Racial Equity Leadership Alliance (LACRELA)  
Association of Governing Boards (AGB)

# Goals

- Create Diversity Inclusion Plan
- Sharing NACCC survey results and creating an action plan for recommendations
- Making improvements to strategic plan
- Continuing education opportunities for Scripps Community
- Every member continuing in education program annually
- Collaborating with president on high impact practices
- Institutionalizing the structure of the team