Welcome/Attendance

The Ad Hoc Committee on Diversity and Inclusivity (AHC D&I) meeting was called to order at 2:13 p.m. on October 9, 2014. Members in attendance were as follows (trustee Emily Jovais was absent):

**Trustees**
- Barbara Bruner (Co-Chair)
- Fran Scoble (Co-Chair)
- Lori Bettison-Varga
- Ellen Clark Brown
- Mark Herron
- Hugh Ralston (by phone)
- Carolyn Revelle

**Senior Staff**
- Charlotte Johnson
- Amy Marcus-Newhall
- Denise Nelson Nash

Co-Chair Fran Scoble welcomed attendees to the meeting.

On-Campus Diversity and Inclusion Activities Update

President Lori Bettison-Varga and Vice President/Secretary of the Board of Trustees (VP/SBOT) Denise Nelson Nash provided status reports on campus inclusivity initiatives. The report submitted by Antoinette Myers ’12 on her summer work facilitations, trainings, and conversations on diversity and inclusion was discussed. Information was shared on SAS activities, including the BeHeard forum on transgender admission as well as the petition and Facebook postings on the topic. The work of PACDI was discussed along with FEC’s conversations on diversity and transgender admission.

I.D.E.A. Website Update

President Bettison-Varga and VP/SBOT Denise Nelson Nash discussed the launch of the I.D.E.A. website as a strategy to communicate across constituent groups and an initiative to develop processes that will allow community members to raise and respond to difficult questions around identity and values. Sustained Dialogues Campus Network will offer the first Inclusivity Leadership Workshop for students on October 24 and 25, 2014. Paid student moderators will be selected from those who complete the training and will lead dialogue to action sessions throughout the academic year. Parallel discussions and activities are ongoing with staff and faculty.

On-Campus Transgender Admission Discussion

President Bettison-Varga shared information on the conversations taking place on campus and among alumnae. The majority of alumnae who have voiced opinions are in support of transwomen, but have reservations about admission of transmen. The thoughts that have been shared are about identity. If an individual identifies male, why would they want to attend a women’s college? The student perspective is that we have transmen on campus and it would be a denial of their existence to not consider the admission of transmen. Students noted that transmen have not grown up with the same privileges as cismen. Discussion then focused on the pros and cons of a values statement on gender expression and gender identity such as the June 2013 Agnes Scott College statement, or an admission policy. The legal aspects of admission of transgender students were introduced along with the question, “What does it mean to be a women’s college?” A senior team working group has been formed to develop a recommendation to take to the Board in December. Hypotheticals based on a policy or statement will be explored by the working group. Once the Board has had an opportunity to discuss the recommendation, there will be a comment period for members of the Scripps Community. This information will be shared with the Board at its March meeting.
Spelman President Dr. Beverly Tatum  
Board of Trustees Friday Dinner

The committee discussed ways in which to maximize Dr. Tatum’s visit. Two members of the AHC D&I will be seated at each table to facilitate conversation around topics from Dr. Tatum’s book and talk. The Board Office was asked to create a survey to solicit feedback from the trustees on what their takeaways were from the evening.

Next Steps

- Create a survey for trustees on takeaways from the evening with Dr. Beverly Tatum;
- Develop a timeline: identify dates for future meetings that align with board and committee meetings;
- Identify a trained facilitator and develop a Call to Action Report for the March Board Retreat;
- Develop a visual/graphic representation reflective of the College’s decision-making structure; (completed)
- Schedule diversity and inclusivity workshop(s) for committee members prior to the first board meeting;
- Suggested reading: Why Are All the Black Kids Sitting Together in the Cafeteria? (Dr. Beverly Tatum); (completed)
- Distribute department diversity and inclusivity updates; (ongoing)
- Invite Staff Council to March Retreat (Saturday); and
- Develop a set of clear norms and glossary of terms for the October Board Meeting (completed)

Adjourn

The meeting adjourned at 3:24 p.m.