Co-Chair Fran Scoble called the meeting to order at 4:06 p.m.

**On-Campus Diversity and Inclusion Activities Update**
Vice President/Secretary of the Board Denise Nelson Nash provided a status report on campus diversity and inclusion initiatives. 15 students attended a two-day, 12-hour Sustained Dialogues Inclusivity Training Workshop designed to provide students with the tools to discuss difficult issues and frame questions to create productive dialogue. From the 15 who participated, four students were selected to lead dialogue groups next semester. The paid moderators will recruit and assemble groups of 8-15 students who will meet twice monthly. Working in pairs, one of the team of moderators will explore the topic of loneliness on campus and how to build community. Each group will set its goals and report out to each other and possibly the community in late April.

Vice President Nelson Nash also reported on the upcoming PACDI Meeting, where the topic of discussion will be diversity and inclusion as it relates to academic excellence. Vice President and Dean of Faculty Amy Marcus Newhall will present information on the faculty hiring process and categories of faculty. Faculty information prepared by Vice President Nelson Nash and Dean Marcus-Newhall was shared with the committee.

**On-Campus Transgender Admission Discussion**
President Lori Bettison-Varga reported on the robust discussion taking place within the alumnae community on the proposed admission policy. 75% of the 1,500 comments received to date are supportive of the proposed policy to codify the long-standing policy of considering applicants whose legal sex is female and applicants who self-identify as women. President Bettison-Varga shared that Scripps has used the common application since 1976, which requires a response to the sex of the applicant as currently listed on their birth certificate. The common application also includes a voluntary option to list gender identity.

A small group of alumnae established the website Listening Out Loud (LOL). The group proposes that the College deviate from its long-standing practice and deny legal sex female applicants who do not identify female consideration for admission. LOL has also incorrectly stated that Mills College does not consider transmen as part of their applicant pool. President Bettison-Varga stated that the proposal by LOL to institute a regressive policy would be confusing to admission counselors, message to current transmale students and graduates that they are undesirable, and could potentially cause reputational damage and impact enrollment.
While President Bettison-Varga was in Asia, the first of two alumnae informational calls took place. The first call was with members of the senior team and the second was a more conversational style call with President Bettison-Varga and Alumnae Leadership Council President Libby DeMeo. The 140 who participated in the call felt heard and several callers indicated they felt respected. It was announced that the call would not be recorded, however LOL tweeted all of President Bettison-Varga’s responses verbatim, in effect creating an unauthorized transcript. Many alumnae and students have expressed their desire for the Board to vote on the policy in December so the community can begin to heal.

An FAQ is being prepared to share with the community. There has been a narrative circulating that the discussion regarding transgender students is new and sudden. President Bettison-Varga reminded the committee members that SAS adopted gender neutral bylaws in 2010, the Board heard from Joss Greene (transmale graduate who was SAS vice president and senior class speaker in 2011) about transgender students, the senior team began discussing the admission policy in 2012, and the policy recommendation was released in 2014.

Discussion ensued regarding the potential to create a PR disaster should Scripps become an outlier among the other women’s colleges by altering the current practice of admitting legal sex females who identify as male. No other women’s college has adopted a policy of excluding legal sex females. The committee heard from the president that transmen have not been afforded the same privileges and rights of cisgender men. The majority of their lived experience has been as a female.

Scripps students are welcoming and accepting of transmen and transwomen. Acknowledging that the admission policy will be a Board decision, the question was asked what more the Board would need to make its decision. The extensive list of background materials provided to the Board to date was discussed. The discussion ended with the two possible outcomes – a vote to approve or a vote to delay action.

Post-Visit Analysis: Spelman President Dr. Beverly Tatum
Trustee Barbara Bruner voiced her disappointment at the incomplete and low number of survey responses from trustees. Committee members felt that Dr. Tatum’s time was truncated, which didn’t provide enough time to explore the topic. It was reported that one trustee felt uncomfortable with the conversation at her table, but was not able to address her concerns with her fellow board members who made the comments.

March Board of Trustees Focus Topic on Diversity and Inclusion
ACH D&I Co-Chair Fran Scoble asked that President Bettison-Varga and Vice President Nelson Nash provide suggestions for facilitators to lead a discussion at the Board Retreat in March 2015.

With no further business, the meeting was adjourned at 5:05 p.m.