Welcome/Attendance

The Ad Hoc Committee on Diversity and Inclusivity (AHC D&I) meeting was called to order in Pasadena at 3:03 p.m. on August 21, 2014. Members in attendance were as follows (trustee Hugh Ralston was absent):

**Trustees**
- Barbara Bruner (Co-Chair)
- Fran Scoble (Co-Chair)
- Lori Bettison-Varga
- Ellen Clark Brown
- Emily Jovais (by phone)
- Carolyn Revelle

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

Co-Chair Fran Scoble welcomed attendees to the first meeting of the committee, and members shared their interest in its work.

Committee Charge

The committee reviewed its charge and purpose, and suggestions were made to clarify and strengthen its charter prior to distribution to the full Board and becoming public.

Diversity and Inclusivity Strategic Plan

President Lori Bettison-Varga and Vice President/Secretary of the Board of Trustees Denise Nelson Nash provided status reports on campus inclusivity initiatives and reviewed the Strategic Plan for Diversity and Inclusivity. Vice President for Academic Affairs/Dean of Faculty Amy Marcus-Newhall was acknowledged for her leadership in producing the strategic plan. It was noted that 53 of the total 195 staff members participated in diversity workshop offerings during August. Seven additional workshops remain for staff, faculty, and first-year students. Topics offered for discussion include power, privilege, oppression, trans allyship, addressing difficult dialogues, and what to learn about each other prior to Commencement. President Bettison-Varga noted that this work will be ongoing throughout the academic year with all members of the Scripps community invited to participate.

Committee Goals and Objectives

Committee members discussed their overarching goals: to be active, thoughtful, informed participants in conversations on diversity and inclusivity; to keep the Board informed on other constituent-based conversations and initiatives; to build capacity to have conversations across constituent groups; and to be well-prepared to consider policy recommendations from the president and her administrative team that respond to opportunities and the evolving realities of Scripps.

Next Steps

- 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;
- 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);
- Distribute department diversity and inclusivity updates;
- Invite Staff Council to March Retreat (Saturday); and
- Develop a set of clear norms and glossary of terms for the October Board Meeting.

Adjourn

The meeting adjourned at 5:05 p.m.