

Scripps College Diversity and Inclusion Update
Spring Semester 2016 Commitments
Updated: 02/04/16

Student Support and Resources		
Commitment	Lead	Status
Communicate discrimination/harassment policy to students	Interim President Marcus-Newhall	<ul style="list-style-type: none"> • Provided link to Discrimination and Harassment Policies and Grievance Procedures on IDEA website • DOS will continue to provide accommodations for students
Allocate additional funding for First Gen student programs	VP Johnson VP Archibald	<ul style="list-style-type: none"> • Budget Committee recommended additional funding for First Gen programming in 2016-17 budget • First Gen programs designated as a giving opportunity on campaign website
Create specific support groups and resources for first generation students	VP Johnson	<ul style="list-style-type: none"> • First Gen program has been expanded
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"> • Completed - Programming budget established
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"> • Completed
Support the increase of funding to Monsour Health Services	Interim President Marcus-Newhall VP Johnson	<ul style="list-style-type: none"> • Additional funding has been allocated for added psychologist with expertise in Asian American communities • Providing supplemental counseling opportunities
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"> • Evaluation underway
Provide resources to offset the cost of counseling co-pays for students	VP Johnson	<ul style="list-style-type: none"> • Co-pays being covered for students in treatment with specific off-campus providers
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 Liss	<ul style="list-style-type: none"> • Evaluation underway
Create a mentoring program for First Gen students with faculty and staff mentor volunteers	VP Johnson	<ul style="list-style-type: none"> • Evaluation underway

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Education & Accountability		
Commitment	Lead	Status
Add position dedicated to administration of diversity and inclusion programs	VP Nelson Nash VP Johnson	<ul style="list-style-type: none"> Funded new part-time position dedicated to diversity and inclusion work Will solicit student input in development of job description.
Suspend Sustained Dialogues program	VP Nelson Nash	<ul style="list-style-type: none"> Exploring new inclusivity dialogue workshop alternatives for 2016-17
Continue and enhance diversity and inclusion programming	VP Nelson Nash	<ul style="list-style-type: none"> Retained Antoinette Myers '12 to provide anti-oppression workshops for students, faculty, and staff Implementing broad range of community programming related to diversity through Scripps Presents and Humanities Institute series
Develop bias incident reporting protocol	VP Johnson	<ul style="list-style-type: none"> Will seek student input on draft protocol during spring semester
Require diversity and inclusion training specifically designed for financial aid and student accounts staff	VP Nelson Nash	<ul style="list-style-type: none"> Planning in progress for summer workshops for all staff
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 Liss	<ul style="list-style-type: none"> Workshops are planned to provide faculty education in this area
Work with Interim Dean of Faculty on faculty search process to include diverse representatives	VP Liss	<ul style="list-style-type: none"> Existing component of faculty goals and procedures for searches
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	Interim President Marcus-Newhall	<ul style="list-style-type: none"> Request relayed to faculty leadership committees (APT and FEC) Request relayed to Director of Human Resources
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 posted to the IDEA website
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 to all students, faculty, and staff
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"> Review underway with Institutional Research

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Differentiate reporting identities by internal and external requirements such as marketing publications versus the fact book	VP Nelson Nash	<ul style="list-style-type: none"> Review underway with Institutional Research
Work with Director of Human Resources on staff search process to include diverse representatives	VP Calvo	<ul style="list-style-type: none"> Human Resources review underway
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"> Human Resources review underway

Curriculum		
Commitment	Lead	Status
Develop new Core I three-year cycle	VP Liss	<ul style="list-style-type: none"> New Core Director YouYoung Kang to collect student input during spring semester
Establish faculty working group to explore intercollegiate departments for Indigenous Studies and Disability Studies	VP Liss	<ul style="list-style-type: none"> Faculty working group established

Enrollment		
Commitment	Lead	Status
Conduct comprehensive assessment of potential implications of eliminating SAT/ACT requirement	VP Romero VP Liss	<ul style="list-style-type: none"> Working group established to perform assessment of SAT/ACT requirement

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Evaluate impact of increasing scholarships/support for undocumented/DACA-mented students	VP Romero, VP Archibald	<ul style="list-style-type: none"> Conduct assessment of impact of increasing scholarship and support for undocumented/DACA-mented students
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Consortial Policies		
Commitment	Lead	Status
Advocate for Monsour to hire/have therapists with racial-based trauma expertise	VP Johnson	<ul style="list-style-type: none"> Continuing supplemental co-pay initiative; supporting inclusion of therapists with racial-based trauma expertise in Monsour's current recruitment pool
Appoint student representatives to 7C student working group on demonstration policy; advocate for recommendations to the Council of Presidents	Interim President Marcus-Newhall	<ul style="list-style-type: none"> Appointed student representatives to 7C working group who will report to the Dean of Students