PACDI Meeting Minutes 9/26/14 12:00-1:30 PM


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<tr>
<th>Topic</th>
<th>Discussion</th>
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| Welcome and Introductions     | • Overview of committee mission and charge  
• Function as advisory group, not programming space  
• Ability to influence policy and have direct line of communication to senior staff and president  
  o Co-chairs will discuss PACDI recommendations to President  
• Identify action items at each meeting | • Send input and suggestions on mission statement by 10/1 to Denise, Linda, and Jennifer |
| Committee mission and charge  | • Review and edit language  
  o Updated statement will be circulated for further review  
• D&I Principles of Community and Strategic Plan for D&I developed through community processes |                                                                                     |
| Current inclusivity initiatives on campus | • Sustained Dialogues Campus Network  
  o Purpose: turning discussions into action  
  o Workshop completed for all first-year students during orientation  
  o Upcoming 10/24-10/25 leadership and inclusivity training; committee members are encouraged to participate and share the opportunity with the members of their CLORGs  
• Meeting on 10/3 with SAS/LBV/VR/DNN on transgender admission policies  
  o BOT Ad hoc Committee on D&I formed; Board is holding meetings and discussing same topic  
• Upcoming meeting facilitated by SDCN with FEC and student leadership to discuss classroom climate issues  
• Ongoing meetings with SCORE CLORG leadership to discuss campus-wide issues  
• 7C Diversity Working Group | • Review website, 2014-2015 Workplan (Visual graphic), and 2014 IDEA Communication Plan (second handout) and send recommendations on content to Denise, Linda, and Jennifer by 10/1 |
- 100+ faculty attended summer workshop
- Reading groups scheduled in Oct/Nov on Diversity and Microaggressions/Implicit Bias

- Antoinette Myers’ work over the summer
  - Report will be circulated to all and posted on updated website
  - Conducted 15 workshops on Power, Privilege, and Oppression with staff and student leaders
    - 60%+ staff in attendance
    - PowerPoint and other relevant material will be posted to IDEA site
  - BOT approved part-time DI coordinator position to assist Denise in D&I initiatives

- Resources
  - Creating a multi-pronged approach to disseminate information
  - IDEA (Inclusion, Diversity, Equity, Access) Initiative
    - Website by Binti Harvey and team
    - Links to resources and information
    - Increase campus awareness of new initiative
    - Goal to launch website in 2 weeks

### Annual Budget Allocation and Funding Recommendations

- PACDI is not a programming body; President has provided funding to support diversity and inclusion initiatives through PACDI
- Current budget: $15,000 ($5,000 from last year and $10,00 for current year)
- Current proposals and initiatives
  - Afrofuturism conference $3,500
    - Huffington Post article
  - Indigenous Student Alliance library $1,000
  - AASU senior thesis event $500

- Send recommendations of organizations or people (faculty and students) that have served as a model for policy implementation related to D&I for colleges similar to Scripps to Denise, Linda, and Jennifer
- How PACDI can be institutionalized
  - Creating offices and spaces to continue work in future
- Discussion of colleges that have done work in D&I initiatives
  - Intergroup Relations model at Skidmore College
  - Proposal of speaker series of faculty members and students to share programming strategies and people’s stories
- Open breakfast with Peggy McIntosh and Denise next semester for all interested - 10/29 8:30 -10:00 a.m.

### Deconstructing the D&I Plan

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<th>Devote a part of each meeting to a section of the plan</th>
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<td>Review goals and sections and invite a senior staff member to discuss policies</td>
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<td>Transgender admission policies, financial aid for undocumented immigrants, classroom climate issues</td>
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- Victoria Romero (VP for Enrollment) confirmed for October 17 meeting

### Roundtable Discussion

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<th>Afrofuturism Conference in Feb. 2015</th>
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<tr>
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<td>Scripps Alumnae/Student Diversity Committee Facebook group on transgender admission policies</td>
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<td>CP&amp;R Life After Scripps panel discussion on “Navigating Race Politics” on 10/6/14</td>
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<td>Office of Admission Discover Scripps event for first generation students and students of color on 10/13/14</td>
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<td>Intercollegiate Feminist Center for Teaching, Research and Engagement lunch with graduate students (RSVP needed) and film contact: Sue Castagnetto</td>
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Next meeting: 10/17/14 12:00-1:30 Humanities Room 102