

EQUITY AND JUSTICE
LEADERSHIP TEAM

SCRIPPS
COLLEGE

iDEA
Initiative at Scripps College

END OF YEAR REPORT

2022-2023

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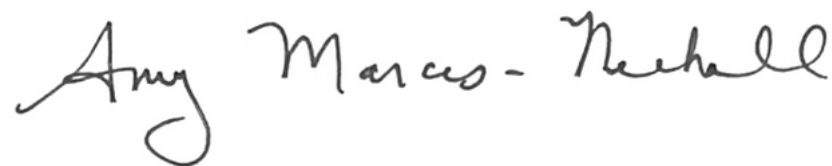
2023-2024 GOALS

A MESSAGE FROM THE PRESIDENT

The Scripps Community has undergone an evolution, displaying growth and adaptability that aligns with the changing needs of our students, faculty, and staff. Our work together is an ongoing journey, requiring us to consistently take steps to achieve our goals for the unique identities of our community members. To attain these aspirations, collaborative efforts are essential.

In this year-end report, we celebrate the numerous ways in which our community not only met but exceeded expectation, breaking from past boundaries and forging innovative paths to expedite and enrich our DEIJ objectives toward being a more inclusive, equitable, and just campus community.

To drive these efforts forward, the Equity and Justice Leadership Team was established, acknowledging the significance of individual voices and participation. As we reflect on the achievements this year, we simultaneously anticipate the next academic year as an opportunity to sustain and build upon our community-building initiatives. Your continued partnership remains essential for our progress in the 2023-2024 academic year and beyond.



AMY MARCUS-NEWHALL
PRESIDENT



EQUITY AND JUSTICE LEADERSHIP TEAM

2022-2023



Denise Nelson Nash, EdD
**Vice President and Secretary of the Board
of Trustees/Convener of IDEA Initiative**

Senior leader at Scripps who serves as DEIJ strategist, advancing the DEIJ as a core value and practice at Scripps.



Mary Hatcher-Skeers, PhD
**Associate Dean of Faculty for Racial
Equity**

Leader of faculty DEIJ initiatives at Scripps, promoting DEIJ within academic affairs at Scripps.



Marissiko Wheaton-Greer, PhD
**Assistant Dean and Director of
SCORE**

Leader of DEIJ initiatives focused on serving students at Scripps, facilitating DEIJ efforts within student affairs at Scripps.



Leslie Schnyder, MSW
Scripps Equity and Justice Fellow

Graduate student furthering research, and operational support for DEIJ initiatives at Scripps.



ACCOMPLISHMENTS

RESEARCH

Collaborated with CIDE to review NACCC student data and develop follow-up DEIJ student survey, with the first phase launched to 2nd and 3rd years during Spring 2023. Also partnered with CIDE to launch new DEIJ Framework.

Reviewed and synthesized NACCC staff data, and shared initial insights with campus in IDEA newsletter in Spring 2023

FUNDING

Solidified ongoing funding for the equity and justice leadership initiatives. Formalized permanent funding for Associate Dean of Faculty for Racial Equity and Equity and Justice Fellow.

Enhanced commitment and support from community members, including trustees and alumni to deepen financial support for IDEA initiatives.

LEARNING

Racial, Justice, and Equity Fellows webinars and projects highlighted new and innovative research related to racial equity.

Coordinated LACRELA professional development for staff and faculty focused on knowledge and skill building related to DEIJ practice within liberal arts colleges.

INITIATIVES

Coordinated pilot program with several academic and administrative departments focused on creating DEIJ departmental action plans.

Partnered with students and faculty on advancing processes for the Scripps Visual Culture Project, as well as collaborated with Scripps Associated Students on a community building event.



PARTNERSHIPS & COLLABORATION

RESEARCH, LEARNING, AND INITIATIVES

Academic Resources and Services

Admissions

Assessment and Institutional Research

Business Affairs

Career Planning and Resources

Committee on Inclusion, Diversity and Equity

Dean of Faculty

Denison Library

EmPOWER Center

Grounds

Human Resources

Keck Science

Laspa Center for Leadership

Luv Served Daily Consulting

Marketing and Communications

Office of Human Resources

Office of Registrar

Office of Student Engagement

Psychology Department

Queer Resource Center

Scripps Associated Students

Senior Leadership Team

Student Affairs

Study Abroad and Global Education

Scripps Communities of Resources and Empowerment

Sustainability at Scripps

Tiernan Field House



GOALS 2023-2024

DEIJ Student Survey

Gather 2nd phase feedback from rising second years and class of 2023. Share insights from DEIJ Student Survey to campus.

NACCC Staff Survey

Further analyze and distribute staff survey feedback, as well as develop any necessary follow-up surveys.

NACCC Faculty Survey

Faculty are encouraged to participate in the quantitative national survey on campus racial climate.

DEIJ Departmental Action Plans

Expand number of departments developing DEIJ Action Plans, and share insights from pilot with campus community.

Community Conversations

The EJ Team is partnering with campus departments to create opportunities for faculty staff to learn about and from each other

Learning Opportunities

Continue providing DEIJ learning opportunities for campus community, including promoting Racial, Justice, and Equity Fellows.

THANK YOU!



[IDEA Website](#)



[Diversity Dashboard](#)



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