

CIDE Meeting Minutes

December 11, 2017

Introductions

- Sue Castagnetto: worked with Denise on PACDI and Feminist Center on issues of diversity and inclusion, prison education work
- Juliette Cagigas: role in foundation, corporate, and government relations
- Gabby Ollig: interested in the opportunity to make the school more inclusive
- Abby Clarke: SAS Diversity and Inclusivity Chair
- Scott Busiel: works with Juliette in Advancement, professional background in working with Dean of Students, want to be able to communicate how they are building and improving as a college
- Ofelia Perez-Velazquez: worked with Denise on PACDI, interested in connecting with the students of today, wants to stay connected with Scripps after having left
- Zara Singh: interested in having the opportunity to present herself as a queer Southeast Asian women of color on campus, want to work on improving how we include trans students (particular trans students of color) in opportunities and experiences on campus
- Mary Hatcher-Skeers: was on the first iteration of the diversity committee, is the First-Gen Coordinator on campus
- Lara Tiedens: last year was a tough year, this is a campus where people want to see each other succeed and need the college's support to do so, and is interested in transforming this committee to be successful as possible for the college

Status reports from working groups

- Denise: we had asked members of the committee to get as much information from others on campus about their experiences in the following areas
 - Goal is to touch back on these issues in the spring and come up with concrete plans to address them and come up with solutions by the end of the year
- Mary H-S: Belonging and Dis-Belonging
 - Big picture: what does it feel like to belong in spaces on campus for students, faculty, and staff? What does it feel like to dis-belong?
 - Put together committees who are committed to meeting together throughout next semester (working with faculty, RAs, staff, SAS, other CLORGs, etc.)
 - Promised to meet with groups and report back by February 15, 2018
 - What are people's definitions of belonging and dis-belonging?
 - In those places of belonging, what are the specific things that make those spaces feel like that?
 - How can we create more spaces like that?

- Hope to compile information about what belonging means and come up with solutions to make Scripps a place of belonging and to figure out ways to eliminate senses of dis-belonging amongst students, faculty, and staff
 - Ex. learned that one place of dis-belonging is the dining hall: center of the dining hall is the salad bar, becomes the center focus, feel very judged by what food is placed on plates and what people choose to eat
 - Ex. Tiernan Field House: people feel like they have to wear fancy workout clothes and have to already know how to operate the equipment
 - These are issues we can quickly address and resolve
 - Have a student of color who will be talking to STEM classes about issues
 - Challenging because this is a consortium, so we can address Scripps classes/spaces, but it's more challenging to resolve issues on other campuses
 - Questions of housing and dorm community
 - One student spoke about choosing to live at Harvey-Mudd because they have better dorm culture and more integrated living situations
 - Ofelia: interesting because the dining halls used to be in the dorms, which prompted more conversation with community and everyone in the dorm knew one another
 - We created the central dining hall to establish greater community, but we may have inadvertently created a culture of silence
 - Zara: dorm culture can relate back to the belonging and dis-belonging, as well as nomenclature discussion
- Ofelia P-V: we have seen a wonderful improvement in the number of women of color on campus, but with that change comes challenges that we need to address
- Myriam Chancy: Transnationalism within Structured System
 - Working group with CIDE Committee Members and four at-large individuals
 - Created a statement of the problem: to address what appears to be a systemic exclusion or disregard for members of the Scripps community (students, staff, faculty) who are multiply located ethnically/racially or who have membership in more than one nation-state by birth or citizenship
 - Have found that the institution systematically excludes members of campus who identify as transnational
 - We view issues of diversity as a white/black binary, which is exclusionary
 - American issues of whiteness and Blackness are essential to understand, but we need to expand our work around diversity to accommodate who makes up our community

- Used the working group to create a document with goals, definitions, thorough description of the current state of affairs on campus, and potential solutions
 - The language in work done on other campuses around transnational issues is not new, but we found it to be practically unrecognizable at Scripps
 - Ex. Zara reported that Scripps gave very limited resources to a Southeast Asian group on campus because it does not fit into traditional racial categories (i.e. Black, Asian)
 - Reports from faculty who do not know how to meet needs of transnational students
- Would like to see Scripps encourage and support more local/global exchanges rather than “diversity-tourism”
 - Pitzer already has an established program like this, along with several other institutions that we can look to
- Strong sentiment amongst faculty who either identify as transnational or work in that field that they are discouraged from creating curricula around these issues
- Issues of Race and Ethnic Studies classes that systematically discriminate against certain racial groups - limited to American identities, and not transnational ones
 - Would like to propose improved language around these courses to FEC sub-committee (Committee on Academic Review)
 - Need to redefine the Race and Identity requirements to center the experiences of the people in these categories
- Transform LGBTQ programming to take into account ways in which “queer” identities function in other locales
- Some of these can be resolved fairly immediately, while others may need longer-term plans to restructure the two-tiered system
- Scott Busiel: Affinity Housing and Nomenclature
 - Charge of addressing student housing (didn’t focus as much on nomenclature)
 - Investigated questions of what it feels like to be part of a community
 - Revisited discussions that have been taking place with Dean of Students and other groups on campus
 - Continuing to explore a word other than “home” to describe the goal
 - Want to focus the well-being and experiences of students of color
 - Want to start with a survey hosted by SCORE before creating focus groups
 - Will post around an anonymous survey to try and reach as many people as possible
 - Want information from students about what ideal student housing looks like, especially as best-suited for Scripps’ campus
 - Want to retain the residential campus feel

- What is the feasibility of changing student housing on campus? What is the scale? What is the timeline?
 - Would be difficult to implement next year, but potentially for Fall of 2019
- Will look at both affinity housing and living/learning communities for Scripps
 - Many students feel marginalized within the housing system as it is experienced now
- Maryan Soliman: Sabina served as the student ambassador on this topic, but was not able to make it today
 - Sabina brought a concrete proposal about a student of color dorm in an enclosed space that would feel like “home”
 - How will we address transnational identities?
 - Need a survey to make sure a wider dataset of student input is included
 - Should act on this immediately: students are giving us input and there is a felt urgency on the issue, so we should not create a long-term plan
 - The sense of urgency is felt around the 5Cs, so it would be great if Scripps could take a leadership role on it
 - Zara ex. there have been groups of students of color who have created “Black Suites,” etc. who planned out suite for room draw to create a safe space
 - What are the chances for this happening on a recurring basis?
 - Challenging to coordinate logistics
 - Maryam: there are students who have done the same for transnational identities
- Need to coordinate with Student Affairs to look at timelines and figure out how quickly things can move forward
 - Denise will talk with Charlotte about who would be the best person to work with to speed up the process
- Mary H-K: students have come with complaints that students with wealthy parents can call and change the situation
 - Ex. CGU housing: perception is that first-gen students can’t get out of the situation, while more privileged students can get their parents to call and move on campus
- Maryam: has had feedback from students in CGU housing who have actually found good community in the struggle of living off campus
 - Need to investigate potential for off-campus housing further
- Maryan: we have been looking at diversity in campus housing, but we should also be looking at similar housing strategies and issues at colleges with some distance away from an urban center