

2024 - 2025

END OF THE YEAR REPORT



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“

the [EJ] team has laid the groundwork for expanding its work to better serve today's campus needs as we approach our centennial and beyond.

”



A Letter from the President

AMY MARCUS-NEWHALL

Throughout 2024-2025, the College fostered community through diverse gatherings, meaningful listening sessions, and collaborative information sharing, while commemorating a decade of progress with the IDEA Initiative's 10th anniversary.

Anniversaries naturally invite appreciation and reflection and the Equity and Justice Leadership Team has embraced both. After thoughtfully examining current practices and recognizing emerging opportunities, the team has laid the groundwork for expanding its work to better serve today's campus needs as we approach our centennial and beyond.

Beginning in 2025-2026, the team will be known as the iDEA Leadership Team. Their work will continue to align with the IDEA Initiative, celebrating the rich variety of perspectives and experiences that form a vital component of the College's academic, co-curricular, and residential life.

The team will continue to offer signature initiatives alongside new opportunities that address our community's evolving needs since the IDEA Initiative was first established. I extend my gratitude to the team and our exceptional community for continuing to promote community engagement, diverse perspectives, and broad access for everyone at Scripps.

AMY MARCUS-NEWHALL
PRESIDENT



EQUITY AND JUSTICE LEADERSHIP TEAM



Denise Nelson Nash '76

Vice President, Secretary of the Board, and Convener of the Inclusion, Diversity, Equity and Access (IDEA) Initiative



Candida Jaquez

Former Assistant Dean of Faculty for Racial Equity and Associate Professor of Music*



**Gretchen
Maldonado**

Director of the Laspa Center for Leadership



**Francesca
Simmons '14**

Equity and Justice Fellow

*Left the position in Spring 2025



Committee on Inclusion, Diversity, and Equity (CIDE)

Under President Marcus-Newhall's leadership, the Committee on Inclusion, Diversity, and Equity (CIDE) is charged with proposing initiatives, policies, and practices that will enhance public dialogue on gender identity, ethnicity, religion, race, diversity, and other topics critical to the future of the College and facilitating campus conversations on race, equity, and inclusion.

The focus for the 2024-2025 CIDE was "Belonging." In alignment with that focus, the 2024-2025 CIDE monitored the pulse of the community, provided insight on how faculty, staff, and students were responding to current events; and workshopped ideas to engage and build community across campus.



2024-2025 Roster

Bernice Oyen Abanda '25

SAS Diversity and Inclusivity Co-Chair
(Fall)

Nailea Castillo

Co-Chair, Staff Council

Lyanne Dominguez, '13,

Associate Director of Admission Diversity
and Access Initiatives

Christina Edholm

Assistant Professor, Mathematics
Department; FEC Rep

Cándida Jaquez

Faculty Associate Dean for Racial Equity

Jessica Jauregui-Gonzalez

Research Associate, Assessment and
Institution Research

Aida Kassa '26

SAS Diversity and Inclusivity Chair
(Spring)

Gretchen Maldonado

Director, Laspa Center for Leadership

Denise Nelson Nash, '76

Vice President, Secretary of the Board of
Trustees, Convener of the IDEA Initiative

Heejung Park

Assistant Professor of Psychology

Francesca Simmons, '14

Equity and Justice Fellow

Racial Justice and Equity Fellowship

The Racial Justice and Equity Fellowship Program provides grants for research, internships, and community-engagement projects designed to advance scholarship and explore topics relevant to the following: racial justice; inequality; equity; criminal justice reform; intersectional, interracial, and intraracial violence; community-engaged projects; and related areas.

2024-2025 Key Initiatives



2024-2025 Fellows

FACULTY FELLOWS

Nancy Neiman

Reform Movement: Greater Ed Opportunities for Incarcerated Individuals

Westenley Alcenat

An Indigenous People's History of Scripps & the Claremont Colleges

STUDENT FELLOWS

Alyssa Hernandez '27

Bridging United Families for Justice with the Claremont Colleges

Anna Jea '28

Citizen Countersurveillance in the Deportation Era.

Sarah Muller '27

Measuring Migrant Youth Hope as a Dynamic Process

Jannat Verma '26

Punjabi Yaar, Texas De Naal Pyar



Engagement with Scripps Associated Students (SAS)

The Equity and Justice Leadership Team partnered with Scripps Associated Students (SAS) on two SAS Snacks this academic year. Students enjoyed a toasty hot beverage bar at the end of the Fall semester, and a tasty elote bar at the end of the Spring semester while they learned about the work the EJ Team has accomplished during the year. Finally, the EJ Team also hosted our annual SAS Transition Dinner in the Spring, where the team connected with the incoming SAS members in an effort to build opportunities for collaboration.



Community Gatherings

The Equity and Justice Leadership Team partnered with various offices on campus to create space for faculty and staff to connect and build community in a fun and casual setting. This year, the EJ Team partnered with Business Affairs, the Natural Sciences Department, Tiernan Field House, the Laspa Center, and the Music Department to host gatherings. Previous offices to host community gatherings are the Study Abroad and Global Education Office; the Registrar; Student Affairs.

2024-2025
Key Initiatives



Community Listening Sessions

The Community Listening Sessions were designed to provide supportive space where thoughts can be shared about recent events, including LA County fires, federal government actions, and their impacts on Scripps community members. The Scripps administration offered these sessions after actively monitoring and assessing these situations in an effort to maintain a measured approach and not make preemptive changes.

The EJ Team hosted a session on Tuesday, February 25th for faculty and staff and a session on Wednesday, March 5th for students. During the session, constituents shared experiences and information. The sessions were incredibly well received, and we plan to continue to host them during the 2025-2026 academic year.

Additional Programs

VOTING CONVERATION

On September 26th, the Equity and Justice Leadership Team partnered with Scripps Presents to co-host Voting: Empowered Voices and Rights, a non-partisan panel discussion on the history, process, and impact/significance of voting in the United States.

The program welcomed distinguished panelists including Scripps Professor of Politics Vanessa Tyson, LA County Registrar Dean Logan, and President of the Mt. Baldy Area of League of Women Voters Barbara Nicoll to discuss how voting coincides with equity and access in our country.

The discussion co-moderated by SAS's VP of Student Affairs Simran Sethi '26 and Denise Nelson Nash '76, Vice President and Secretary to the Board of Trustees and Convener of the IDEA Initiative.

Additional Programs



Additional Programs

STUDENT LEADERSHIP INSTITUTE

The Equity and Justice Leadership team partnered with the Laspa Center to share findings from the 2024 Student Belonging Survey with student leaders at the 2024 Student leadership Institute. During the workshop, students reviewed and analyzed data from the survey and developed a program or action in response to the survey data.

Student leaders learned the importance of capturing and responding to student feedback. More information regarding the student belonging survey can be found in the 24-25 EOY Report.

NEWSLETTERS

The Equity and Justice Leadership Team produced four newsletters during the academic year, sent out in October, December, February, and May. Each newsletter provides updates on current initiatives, spotlights the work our community is doing, and provides resources for thoughtful and intentional engagement with DEI work.



Looking Ahead

THE 2025-2026 ACADEMIC YEAR

As we look towards a new school year, we are excited and hopeful for the changes the iDEA Leadership Team will implement in the fall. We will have new team members joining us, including a new Associate Dean of Faculty, and will be revamping some of our signature programs, with the goal of expanding opportunities and encouraging more engagement advancing the values of the IDEA initiative.

And while this year the IDEA Leadership team is mostly focused on re-imagination; we also want to invite you to re-engage. Our society is in the middle of a social turning point that is both challenging and reinvigorating. We on the CEL Team invite you to engage with us on this new path forward and help us imagine a community of opportunity for all.

