

2023-2024 END OF THE YEAR REPORT

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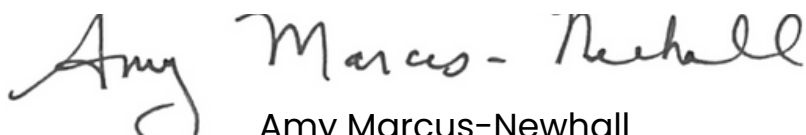
2023-2024 LETTER FROM THE PRESIDENT

PRESIDENT AMY MARCUS-NEWHALL

The 2023–2024 academic year has been one of growth and challenge, not only within our campus community but also on the global stage. We have witnessed world events that have tested our commitment to equity and justice and to the bonds that unite us and highlighted the critical role we play in nurturing responsible global citizens. I am grateful for the resilience and dedication our community has demonstrated.

Through the Racial Justice & Equity Fellowship Program, we have broadened our knowledge and deepened our commitment to community engagement. The Student Belonging Survey captured our students' voices and guided our work in fortifying a sense of belonging across the College. We re-committed ourselves to our Principles of Community and Principles of Diversity through a variety of learning opportunities.

The Equity and Justice Leadership Team has been at the forefront of these efforts. Together with the Team, I recognize the aspirations we hold for community-building that are rooted in sustained collaborative effort. I extend my thanks to each of you for your support and commitment to our shared vision.



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



**MARY HATCHER
SKEERS**

ASSOCIATE DEAN OF FACULTY FOR RACIAL EQUITY (ADRE) AND PROFESSOR OF CHEMISTRY; CHAIR, DEPARTMENT OF ART CONSERVATION



**MARISSIKO
WHEATON-GREER**

FORMER ASSISTANT DEAN AND DIRECTOR OF SCRIPPS COMMUNITIES OF RESOURCES AND EMPOWERMENT (SCORE)



**FRANCESCA
SIMMONS '14**
2023-2024 EQUITY AND JUSTICE FELLOW

RESEARCH IMPACT

2024 STUDENT BELONGING SURVEY

The 2024 Student Belonging Survey launched in February 2024, and was administered until March 8th. Over 150 students across all four grade levels provided perspective on their experience at Scripps. The survey was initially developed and administered by the Equity and Justice Team in the spring of 2023 in response to the results of the Fall 2021 National Assessment of Collegiate Campus Climates (NACCC) student survey.



DISSEMINATION AND DISTRIBUTION

The survey was distributed between **February 14th and March 8th**. Students learned about the survey during a **Valentine's Day launch event**, as well as at a **SAS Snack**. Two raffles for custom Stanley cups were also an incentive. **80% of students** accessed the survey through **QR codes**.

STUDENTS AND THE SURVEY

248 respondents accessed the survey, and **151 respondents completed the survey in its entirety**. The survey consisted of 15 questions, with **3 written responses**. It took respondents on average **4 minutes** to complete. We asked students about their grade level, campus involvement, race, gender, first-gen status, and financial aid awards.



SURVEY TAKEAWAYS



APPRECIATION
FOR FACULTY



CONCERN WITH
CLIQUINESS



MORE CAMPUS
ENGAGEMENT

DATA ANALYSIS

In comparison to the 2023 Student Belonging survey, the 2024 iteration saw a **150% increase in survey access** (from 99 to 248) and a **50% increase in survey completion** (78 to 151). The survey was also **administered for a longer period** (3 weeks) and in the middle of the semester instead of at the end.

Faculty were some of the most complimented aspects of the Scripps community, with 77% of respondents stating that professors create a sense of belonging on campus.

Many respondents shared their difficulty making friends and building relationships with people on campus. Multiple respondents used the term **“cliquey”** to describe the campus climate. Additionally, there was significant interest in **more campus events**, with multiple reflections on the desire for increased social opportunities. Furthermore, respondents shared that they feel like they can be their **authentic selves** at Scripps, as well as an awareness that **student actions also impact campus culture**.

LEARNING IMPACT

LEARNING OPPORTUNITIES FOR THE COMMUNITY

2024 saw an expansion of DEI learning opportunities for students, faculty, and staff here at Scripps. The Equity and Justice team collaborated with internal and external partners to provide trainings and webinars to expand our community’s understanding and application of inclusion, diversity, equity, and access. We also continued our membership in the Liberal Arts College Racial Equity Leadership Alliance (LACRELA).



ENGAGING EQUITY LIVE

The EJ Team coordinated the LACRELA “Engaging Equity Live” webinar sessions for faculty and staff, and hosted two debrief sessions to discuss the webinar content and implementation of ideas related to DEIJ practices at Scripps. Find the sessions [HERE](#).

TITLE VI AND FREE SPEECH

College Counsel Larry Walraven joined the EJ Team to facilitate a workshop on Title VI and Free Speech for over 60 students, faculty, and staff. The presentation is now available on the IDEA [website](#).



FUNDING IMPACT

FUNDING OPPORTUNITIES FOR THE COMMUNITY

2024 saw an expansion of DEI funding opportunities for students, faculty, and staff here at Scripps. The Equity and Justice team expanded the Racial Justice and Equity (RJE) fellowship, providing funding to two faculty members in the Fall, and three students in the Spring. Additionally, departments that created DEI Action plans were able to apply for funding to implement their initiatives. And finally, the EJT assisted with funding two full-time, DEI-focused staff positions.

DEI ACTION PLAN FUNDS

Various offices across campus developed Diversity, Equity, and Inclusion Departmental Action Plans this year, focused on reviewing departmental practices and policies to ensure we continue to create equitable and just spaces across campus. As the plans continued to develop, there was a recognition that funds would be needed to implement many of these new initiatives. Thus, in the fall, departments that completed DEI Action plans were invited to apply for funding to support their efforts. The Tiernan Field House and CMS Athletics were two departments that were provided funding. You can find more information about DEI Action plans [HERE](#).

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.

Applicants can apply for up to \$4,000 to support their research project. Faculty can apply in the fall to support research over the academic year, and students can apply in the spring for funding to support research over the spring semester and summer.



RACIAL JUSTICE AND EQUITY FELLOWS

FACULTY FELLOWS

CÁNDIDA JÁQUEZ

ASSOCIATE PROFESSOR OF MUSIC

Mariachi Performance and Culture

NICOLE RICHARDS

VISITING ASSISTANT PROFESSOR

AMERICAN STUDIES

West African Ecologies, Spirituality, Girlhood,
and Environmental Changes

STUDENT FELLOWS

Lucy Waggoner-Wu '25

Racial and Social Justice Oral History Project

Jane Lovette '25

Educational Philosophy with Abolitionist Theory

Francesca Mills '27

Rural Soil Sample Collection in Senegal

INITIATIVES IMPACT

IDEA INITIATIVES

2024 saw an expansion of DEI initiatives led by the Equity and Justice leadership team. Community Gatherings were formalized, with four departments hosting faculty and staff over food to connect and build community in a fun and casual setting. Additionally, the DEI Action Plans process was formalized, and funding was attached to the initiative.

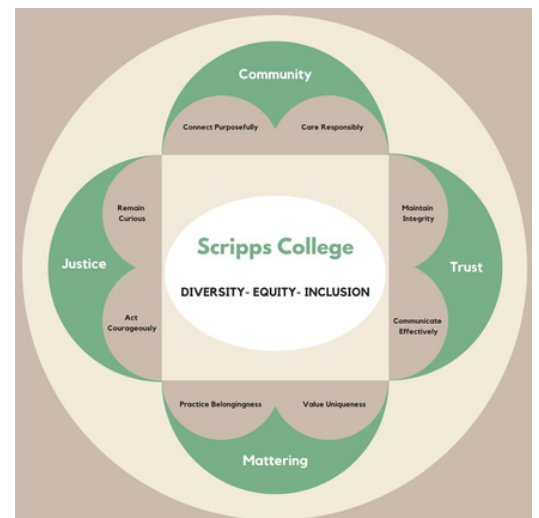


COMMUNITY GATHERINGS

Hosted four Community Gatherings for faculty and staff in collaboration with SAGE, Financial Aid, Student Affairs, and Institutional Advancement. Partnered with SAS to host a student, faculty, and staff community gathering.

DEI ACTION PLANS

Expanded the DEI Action Plan project, with five departments completing Action Plans, and four departments initiating the process. You can find the 2023–2024 plans on the [IDEA site](#).



2024-2025 GOALS

RESEARCH

The 2024-2025 school year will focus on further analyzing and distributing NACCC faculty and staff survey feedback and results, as well as developing any necessary follow-up surveys to address community needs. Additionally, survey results from the 2024 Student Belonging Survey will be distributed to the community, along with survey best practices identified during the survey implementation process.

LEARNING

The 2024-2025 school year will see an expansion of learning opportunities for the Scripps community. The EJ Team will be partnering with on-campus departments, faculty, and alumni to host a series of conversations on Borders, Bodily Autonomy, and Voting. There will also be a continuation of the Title VI and Free Speech presentations for students, and more LACRELA webinars for faculty and staff.

FUNDING

The 2024-2025 school year will see a continuation of supporting DEI funding for the Scripps community. The EJ Team will continue to encourage faculty and students to apply to the RJE Fellowship in an effort to expand DEI-related scholarship on campus. Additionally, with the expansion of the DEI Action Plan initiative, more departments, including academic ones, will have an opportunity to apply for funding to support DEI efforts and work. Notifications and invitations to apply to the programs will come in the Fall.

INITIATIVES

The 2024-2025 school year will see an expansion of DEI initiatives for the Scripps community. The EJ Team will continue to co-host Community Gatherings with offices on campus, and potentially expand some gatherings to include students. Additionally, more departments are developing DEI Action plans based on the results of the NACCC faculty and staff surveys. Finally, as mentioned above, the EJT will be coordinating a conversation series for the community around pressing and timely topics.