

Scripps College
IDEA Initiative
Equity and Justice Fellowship

Scripps College honors diversity, equity, justice, inclusion, and access as a key components of the academic, co-curricular, and residential life of our community. In keeping with Scripps' ongoing focus on strengthening a campus-wide culture of inclusion, the College established the IDEA Initiative in 2014, a comprehensive plan to align resources, programs, and events to advance **inclusion, diversity, equity, and access** throughout the Scripps community. As the College continues its focus on equity-mindedness, it has established a new leadership structure for this work that includes leaders embedded in the senior administration, faculty, and student areas of the campus community. Under the guidance of the Office of the President of the College, the selected Fellow will take part in active, hands-on, substantive projects that foster development of social justice-oriented leadership. Through this opportunity, the Fellow will practice translating academic theory into practice.

The emphasis of this fellowship is on applied research with a focus on communications, education, and engagement.

Duration and Structure of Fellowship Experience

The Graduate Fellow will work 20 hours per week at a rate of \$30.15 per hour. In addition, the graduate fellow will have access to College resources, such as office space, select data, key individuals and groups, etc. In return, the graduate fellow will provide documentation of time and activities during the Fellowship and a written summary research report. The fellowship includes the following components:

- Exposure to executive leadership and decision-making
- Departmental and program shadowing
- Responsibility and oversight for specific projects
- Professional development and professional ethics
- Community activities
- Facilitation of a lecture or workshop

The overall structure of the fellowship opportunity is designed to allow the Fellow to observe, learn, and do. Therefore, we are seeking an individual who has existing knowledge and experience in the area of diversity, equity and inclusion expertise and leadership.

Eligibility

- Must be currently enrolled in a masters or doctoral level graduate program in the areas of education, sociology, counseling or a comparable field.
- Demonstrated commitment and record of research and leadership experience in the areas of racial justice, diversity, equity, access, and inclusion.
- Willingness to work closely with the Scripps Equity and Justice Leadership team.
- Excellent research, writing, and verbal communication skills.
- Excellent interpersonal skills and proven ability to work independently as well as within a team.

- Self-motivated with the ability to take initiative manage a variety of tasks and see projects through to completion.

For interested candidates, please send the following materials to Vice President and Secretary of the Board, Denise Nelson Nash at dnelnash@scrippscollege.edu.

- Resume or CV
- Letter of interest