

Goal: The goal of the Student Diversity subgroup is to create at least one concrete actionable plan that supports, provides access, recruits, and retains underrepresented populations on the Ripon Campus. This action plan should be equitable, intentional, and able to begin implementation in fall 2020.

Recommendation #1: Address the recruitment of students of color by addressing admissions issues and recruitment practices.

Justification: According to the data submitted to our committee by the admissions team, the number of deposits of students of color (2020 yielded 47 deposits) as compared to the number of students of color accepted (2020 yielded 263 accepts) revealed a wide gap. To better understand what could have impacted the process from greater acceptances to deposits; the data also revealed that the Admissions office has been impacted by budget cuts to reduce seven staff positions that would otherwise support the recruitment process. We believe that with the involvement of additional students as peer recruiters, the college can show its tight knit community as well as lessen the burden of the admissions office and hopefully make their work continuously efficient even with the current financial situation of the college. It can also be a way for students of color interested in mentorship and supporting other students of color to access student employment or participate in an independent study/experiential learning platform while also earning college credits.

Question	Lead Team	Data Collected	Rationale	Recommendation	Action 1	Action 2	Action 3	Additional Resources	Measurable Outcomes
Where and how are we recruiting students of color?	Stephanie Boahen (Student) Inesha Wiseman (Student)	Quantitative data from the Admissions office on Student applications, acceptances, deposits as well as visits yield. Data on 2020 decline reasons.	The Admissions office, like many other offices on campus, have lost staff members due to the financial situation of the college. This loss is evident in the number of students of color who deposited for 2020.	Augment student employment to support recruitment. Creation of an independent study course where students of color collaborate with Admissions in the recruitment of students of color.	Set up a working group and identify staff/faculty to assist in a meeting with admissions to determine logistics and subsequent planning meetings	Develop further understanding and identify initial components needed for the Ripon Promise initiative as a key recruitment tool that will augment deposits for students of color	Find faculty interested in creating an independent study course. <i>(Professor Clark indicated that she would be interested in creating this opportunity)</i>	TBD	Increase student employment to support the admissions team (train and identify specific needs for this focused recruitment effort). Develop course curriculum for the independent study course (Professor Clark) % increase in the Admissions outreach and recruitment efforts

Recommendation #2: Address student retention/persistence by assessing the perceptions/needs of students of color, creating initiatives for a more culturally responsive and inclusive college campus; while ensuring safety (police and security) for all.

Justification: It is imperative that less students of color *leave* Ripon College. The initial gathering of information in this area has identified a need to further assess the campus community (especially students of color) about first and second academic semester perceptions in regards to campus climate and inclusivity. The assessment will be in the form of a survey and will be administered campus-wide as it is also the hope of this committee to identify specific needs via responses (if time permits, further qualitative data will be gathered via focus group/s). This survey will also measure the effectiveness of safety on and off campus. This part will measure the perceptions about the visibility and presence of Ripon police and campus security as it pertains to safety.

Question	Lead Team	Data Collected	Rationale	Recommendation	Action 1	Action 2	Action 3	Additional Resources	Measurable Outcomes
What are the perceptions of the Ripon College campus community in regards to campus climate and safety (police and security)?	Alisha Harvat (student), Bren Davis (student), Maria Mendoza-Bautista (staff)	Fall 2019 CDI campus climate survey and results Notes gathered: 1) Interview with the Director of Residence Life Mark Nickalus, 2) Further insight on specific duties and responsibilities of the college, community, and the police 3) Research and gathering of specific contact lists for Residential Life Staff, Ripon Police Department, and Campus Safety	Student retention/persistence: Campus climate, inclusivity and the perceptions about the visibility and presence of Ripon police and campus security as it pertains to safety	Address student retention by assessing the perceptions/needs of students of color, creating initiatives for a more culturally responsive and inclusive college campus; while ensuring safety (police and security) for all	Develop comprehensive questions for the survey (assess all areas that provide services, instruction, and housing to students)	Administer the survey to the campus community (Fall 2020, by the end of October, Spring 2021, by the end of April) <i>If time permits, facilitate focus group/s for further qualitative data and analysis.</i>	Analyze and share the results (campus community, Ripon police, campus safety, Residential Life)	TBD	Gather quantitative data and statistics to measure the completion of the survey (disaggregate data). <i>*not sure about the percentage goal</i> Create three initial actionable steps to support the needs identified from the survey results.

Recommendation #3: Address student safety through the creation of intentional safe spaces for dialogue between Ripon College students and the Ripon police department. Address further understanding of resistance of police presence by some students, historical and current events impacting perceptions of police presence, and pursue the cooperation on both ends to further bridge and create mutual understanding of student voices, police roles, policies (the law), and procedures to ensure safety on campus.

Justification: It is imperative that Ripon College prioritize the safety of students both on and off campus. The recent civil unrests have addressed the racial disparities that continue to divide this country through interactions with the police as a result of race, class, culture, and bias. There is a need to address racial injustice in light of the death of George Floyd and Breonna Taylor (among others). The initial gathering of information and authentic discussions in this area have helped to identify a need to measure the effectiveness of safety on and off campus for students. A campus climate survey (see recommendation #2) will also measure further perceptions around the visibility and presence of Ripon police and campus security as it pertains to safety. However, more urgent, is a need to begin a connection and dialogue (in a safe space) between Ripon College students and Ripon police (and campus safety) in an effort to achieve further education, engage in critical and civil dialogue, and develop a mutual understanding of students who may experience certain levels of anxiety around police presence. In addition, it is important to learn about the lawful duties of the Ripon police and the campus safety personnel to ensure safety on and off campus.

Question	Lead Team	Data Collected	Rationale	Recommendation	Action 1	Action 2	Action 3	Additional Resources	Measurable Outcomes
How can a dialogue (and a safe space) between Ripon College students and the Ripon police department move towards helping students feel comfortable by their presence and feel safe while also learning about police and campus safety protocols?	Alisha Harvat (student), Bren Davis (student), Maria Mendoza-Bautista (staff)	Notes: 1) Interview with the Director of Residence Life Mark Nickalus, 2) Further insight on specific duties and responsibilities of the college, community, and the police 3) Research and gathering of specific contact lists for Residential Life Staff, Ripon Police Department, and Campus Safety	Dialogue, safe space, to initiate mutual understanding of perceptions, presence and procedures needed to ensure safety on and off campus	Address student safety through the creation of intentional safe spaces for dialogue between Ripon College and the Ripon police department. Address further understanding of resistance of police presence by some students, historical and current events impacting perceptions of police presence, and pursue the cooperation on both ends to further bridge and create mutual understanding of student voices, police roles, policies (the law), and procedures	Create a student committee to drive this initiative (along with faculty/staff allies for support)	Initial introduction and interview with the Ripon police chief and other key personnel	Create a safe space to bridge the dialogue with students and the Ripon police (this may also include campus safety personnel)	TBD	Ensure equitable participation in the dialogue among students (faculty/staff allies) , Ripon police, campus safety representatives

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