

**University Diversity Council**

Friday, September 11, 2020

9:00 – 10:00 a.m.

Zoom meeting

MINUTES

Members Present:

Karina Herold, Co-chair (Athletics)  
Chalak Richards Co-chair (Caruso School of Law)  
Sara Barton (Office of the Chaplain)  
Lauren Begert - Guest (Office of the Chaplain)  
Luisa Blanco Raynal (School of Public Policy)  
Rebecca Campos (Student Affairs)  
Lila Carlsen (Provost's Office)  
La Shonda Coleman (Student Affairs)  
Tanya Cooper (Caruso School of Law)  
Bryant Crubaugh (Seaver College)  
Jamila Cupid (Seaver College)  
Robert deMayo (Graduate School of Education and Psychology)  
Dawn Emrich (Public Safety)  
Melissa Espinoza (School of Public Policy)  
Nate Ethell (Integrated Marketing and Communications)  
Alex Forero (Integrated Marketing and Communications)  
Sandra Harrison (Office of Student Accessibility)  
Valerie Nowacki (Graziadio Business School)  
Mark Tribbitt (Graziadio Business School)  
Monique Smaby (ex officio)

Members Absent:

Christian Abad (Seaver College)  
Natalia Escobedo-Molina (Seaver College)  
Jeannie Gentile (Provost's Office)  
Lauren McGrath (Human Resources)  
Eric Wilson (Ex-Officio, University Church)  
Jazmin Zane (Office of Institutional Effectiveness)

AGENDA

I. Call to order

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- A. Chalak Richards called the meeting to order at 9:02 am.
- II. Opening prayer
  - A. Sara Barton led the opening prayer.
- III. Review and approval of UDC minutes from August 20, 2020 meeting\*
  - A. Bob deMayo moved for approval.
  - B. Karina Herold seconded the motion.
  - C. The Council unanimously approved the minutes from the August 20, 2020 meeting.
- IV. Karina Herold transition and membership update.
  - A. Ms. Richards thanked Ms. Herold for her work in Pepperdine athletics and her commitment to the University Diversity Council as co-chair.
  - B. The council praised Ms. Herold for the contribution she has made to the University, the Council, and how valued her friendship is. She was complimented for her leadership abilities and care of the students.
  - C. Ms. Richards commended what a model Ms. Herold has been for the UDC and the co-chair position will need to be filled. There will be a vote via email for a replacement representative from the athletic department.
    - 1. **ACTION ITEM:** Email Ms. Richards with recommendations and prospective names for the athletic vacancy and for co-chair nominations.
  - D. Rebecca Campos asked if the CDO would be co-chair.
    - 1. Mr. Richards said she is not sure if that will be in the job description but it was recommended to PAAT. She added that the council will need a co-chair moving forward immediately and can readjust when a CDO is chosen.
    - 2. La Shonda Coleman added that the expectation is, the CDO will sit on the committee but it is not certain about serving as co-chair yet. She agrees that there should be a co-chair identified and hopes the new CDO is in place by the spring semester.
  - E. Ms. Richards added that it would be a benefit if the new co-chair is familiar with the Seaver student population.
- V. Webpage revisions and updates.
  - A. Ms. Richards wanted to alert the council that the UDC webpage is outdated and would like to make it a priority to update it. She advised that a sub-committee would be beneficial to drive this task.
  - B. Ms. Herold nominated Nate Ethell and Alex Forero to lead the subcommittee.

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- C. Mr. Ethell accepted the nomination. After discussing with the committee the scope of the project. It was decided that in the coming months there will be an update to any outdated content and pictures on the page. Then there will be a longer term project to overhaul the page.
    - 1. Ms. Herold pointed out that there needs to be a new statement from President Gash. She would like to see the larger overhaul to the webpage to focus on telling the story more clearly. In the summer she highlighted that she received numerous emails from the page and that it is receiving significant traffic.
  - D. Mr. Ethell noticed that the individual schools have added new diversity pages to their respective websites. He would like each individual school to update their pages, if they have not already, and work together to create consistent diversity content across the webpages of both the University and the individual school pages.
    - 1. Ms. Richards added that she recently completed updating the CSOL diversity page.
  - E. Mr. Ethell, emphasized that it will be a large project to overhaul all the diversity content and he would like an expected timeline for completion.
    - 1. Ms. Richards suggested that the large scope of the project can be completed in the spring semester and does not want it to be rushed. Ms. Coleman agreed that it would be best to focus on quick fixes for the immediate future until a larger plan can be put in place.
  - F. **ACTION ITEM:** Mr. Ethell will begin on tasks that can be updated easily, like old pictures and outdated content. Then will look at the long term school strategy and structure of the site.
- VI. Update from subgroup on @blackatpepperdine Instagram Page.
- A. Ms. Richards shared that since the last meeting she has seen great conversations around the University. She thanked Karina who attended the August 24th meeting with the students and President Gash. It has made an impact on students to see leaders there and a commitment to this conversation.
  - B. There were concerns and questions about what next steps will be after the meeting. Some next steps were shared from the google sheet with the students. Sheet linked here:  
<https://docs.google.com/spreadsheets/d/1WqiHfUAJGwppCcnxw3dQUEYk9icuArmcir-ArJeNvYU/edit?usp=sharing> The students affairs office is going through

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a full audit. Greek life is looking into what they can change. She added that DPS was at the meeting and that they are engaged in these issues. She asked Dawn Emrich how can the Council support DPS?

1. Ms. Emrich, said that it would be helpful to be kept in the loop on feedback and responses from these meetings and student events. If there are opportunities to meet with students they are open to the opportunity.
  2. Ms. Richards added that promoting changes that have been made in DPS could be helpful to the students. At CSOL they have identified that people are not aware of changes that have been made and issues that have already been addressed at the law school and they are working to share this knowledge with their constituents.
- C. Ms. Richards said resulting from the August 24th meeting, there is student interest in having general Seaver wide conversations. There was a sense that the students felt information was not being shared and the education was not happening on a wide scale.
1. Ms. Barton added that Lauren Begert worked with Lonnie through these conversations. Lonnie felt if students knew everything that is being done in regards to the spreadsheet that they would be thankful for this progress.
    - a) Lonnie emphasised that the students would like to see Pepperdine University have a direct response to the instagram account. Sharing the action items from the spreadsheet would make it known to students that the University has responded.
    - b) Ms. Barton wanted to highlight that there have been other events happening in the Pepperdine Community. Chris Duran had a listening event, there was the Jericho challenge prayer events, and BSA had a program.
    - c) The vision for a Seaver wide conversation that came from this conversation is that Lonnie and Jim Gash could have multiple events that are run by a student leader and faculty advisor and promoted by the University. This would be an opportunity to learn about the work that has been accomplished on the spreadsheet mentioned.
    - d) Ms. Barton did note that DPS does not have a student leader and would like to find a way for them to still be involved.
    - e) Lauren Begert added that Lonnie is hoping this event and conversation would model how to have these conversations with

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peers or in a classroom. The goal would be to teach them how to bring this topic up in a healthy manner with the hopes these conversations start to happen naturally around the community rather than just at special events.

f) Link to event proposal:

<https://docs.google.com/document/d/1VIRIfNw1jdX9cs3duyjl6EhAX9RfRXIwStaaLERLXpl/edit?usp=sharing>

- D. Ms. Coleman added that she would like to see Lonnie's ideas prioritized. Each school to be aware of these events so efforts are not being duplicated.
- E. Ms. Richards asked about the extent and capacity to take on this event. There was a hope that this event would be sponsored by the Council.
1. Ms. Barton answered that the chaplain's office does not have the capacity to execute Lonnie's event idea but are supportive of it. The question is who would have the capacity to organize this event? She suggested that student affairs might have some time. She noted that someone needs to spearhead this with Lonnie and will need to approach President Gash about participating.
  2. Ms. Coleman added that the capacity question might be answered after seeing what other events are happening at the other schools. She wanted to see what Ms. Campos and ICA's thoughts are.
- F. Ms. Campos would be interested in having a role in these events and conversation.
1. She is concerned about students doing work that staff would normally do. She recommended that students be paid for the work that they are doing to lead these events. Ms. Campos also wanted to note in regards to assisting that she is the only member of IDA currently.
  2. Ms. Begert noted that they listened to Lonnie's requests and agreed to write a proposal and share it with the UDC. There was not the expectation to lead this and hopes the University has the capacity to execute it.
  3. Chalak suggested that a member of the UDC listen in on the next meeting to make sure that efforts are not duplicative.
    - a) **ACTION ITEM:** Ms. Coleman will see if a UDC member can be invited to listen in on the conversation.
- G. Ms. Richards shared that Maria Wright with GSEP and wanted to know if UDC would be interested in assisting to sponsor or facilitate a mentoring program

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particularly for Black students. Maria wanted to see if the UDC thinks that students would be interested and if ICA is already doing something like this?

a) Ms. Campos said there has been a program created like this before with the 17 identity based organizations on campus. There was student interest but it did not take off.

b) Ms. Richards asked for the Council's thoughts on creating a mentor group and working with Maria to facilitate it.

(1) Ms. Campos suggested starting with the BSA and then expanding. She believes that Seaver's BSA has a big and little program.

H. Ms. Coleman asked how can the other schools help since the conversation is very Seaver focused and is there anything happening at the other schools that the UDC should know?

1. Mr. Tribbit would like to explore how the Seaver ideas can be leveraged at the other schools.

2. Mr. deMayo added that the idea of UDC being a place to coordinate these efforts across schools has been floated around a lot. In a future discussion he would like to see what it would look like for UDC to be a resource. Additional administration support would be needed. There are different needs at each school and GSEP would be happy to have the support of the UDC in thinking through how they can support their students. At GSEP the primary project is an overarching anti-racism strategy.

3. Ms. Campos also agreed that the Council will need some administration support to have all these priorities accomplished.

4. **ACTION ITEMS:**

a) Ms. Richards will include a reminder in the email she sends with the minutes to share what is happening at each school and how the Council can support everyone's overarching needs.

b) Ms. Richards will submit a request through HR for UDC administration support.

VII. Ms. Espinoza shared in the Zoom chat an update from SPP. Last month they received approval to establish an SPP Diversity Committee and the first meeting is next week.

VIII. Adjournment

A. Chalak moved to adjourn the meeting of the University Diversity Council

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- B. The Council unanimously voted to adjourn the meeting end. The meeting was adjourned at 10:01 a.m.