

## 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. The council officially thanked Ms. Herold for the contribution she has made to the University, the Council, her friendship, her leadership abilities and care of the students.
  - B. Ms. Richards noted that 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.
- 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.
  - 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. There was a request that 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.
    - 2. **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.

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- A. Ms. Richards shared that since the last meeting she has seen great conversations around the University. There was a meeting on August 24th 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: the students affairs office is going through a full audit. Greek life is looking into what they can change. DPS asked 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.
    - 1. The discussion emphasised that the students would like to see Pepperdine University have a direct response to the instagram account. Sharing the action items from the meetings and subcommittee would make it known to students that the University has responded. A student suggestion was a Seaver wide conversation 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. 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. There was a hope from the student(s) that this event would be sponsored by the Council.
    - 2. There were concerns about council member capacity to facilitate the event.
    - 3. **ACTION ITEM:** Ms. Coleman will see if a UDC member can be invited to listen in on the next planning conversation.
  - C. Another suggestion raised was that the UDC sponsor or facilitate a mentoring program particularly for Black students. The ICA has created a program like this before with the 17 identity based organizations on campus. There was student interest but it did not take off. Suggestions were made to start with the BSA.
  - D. Discussion then moved to the 4 graduate schools. There was a hope that the ideas for Seaver can be leveraged at the other schools. The idea of UDC being a place to coordinate these efforts across schools was raised, with the hope that in a future discussion the UDC could be made a resource. Additional administration support would be needed.
- VII. Adjournment
- A. Ms. Richards moved to adjourn the meeting of the University Diversity Council

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