

University Diversity Council

Monday, April 1, 2019

12:00 – 1:30 p.m.

Page Conference Room

Members present:

1. Christine Goodman (Co-chair, UDC, School of Law)
2. David Humphrey, (Co-chair, UDC, Student Affairs)
3. Luisa Blanco (School of Public Policy)
4. Lisa Bortman (Office of Institutional Effectiveness)
5. Lila Carlsen (Provost's representative)
6. LaShonda Coleman (Student Affairs)
7. Bryant Crubaugh (Seaver College)
8. Melissa Espinoza (School of Public Policy)
9. Karina Herold (Athletics)
10. Tuan Hoang (Seaver College)
11. Kim Miller (Human Resources)
12. Chalak Richards (School of Law)
13. Mark Tribbitt (Pepperdine Graziadio Business School)
14. Alice Tsay (Libraries)
15. Eric Wilson (Chaplain's office)
16. Maria Wright (Graduate School of Education and Psychology)
17. Lindsay Jacobs (ex officio)

Members absent:

1. Rebecca Campos (Intercultural Affairs)
2. Bob deMayo (Graduate School of Education and Psychology)
3. Dawn Emrich (Public Safety)
4. Sandra Harrison (Office of Student Accessibility)
5. Ennette Morton (Pepperdine Graziadio Business School)
6. Austin Welch (undergraduate student representative)

I. Call to order

- a. Chris Goodman called the meeting to order at 12:06 p.m.

II. Opening prayer

- a. Karina Herold offered an opening prayer.

III. Review and approval of UDC minutes from February 4, 2019 meeting*

- a. Karina Herold moved for approval.
- b. Eric Wilson seconded the motion.
- c. The committee unanimously approved the minutes from the February 4, 2019 meeting.

- IV. Introduction of members
 - a. The committee introduced themselves.

- V. Website revisions
 - a. Seaver – Bryant Crubaugh
 - i. The scholarship section is outdated. Seaver has integrated the Seaver diversity calendar on the website.
 - b. GSEP – Maria Wright
 - i. The GSEP diversity council was functioning on another site, so they replaced it with their diversity link. The GSEP diversity webpage will feature educational programming and development, a Google calendar of events, links to flyers from previous events, council highlights, and contact information. **Maria will send the website link to Lindsay to include in the Google sheet.**
 - c. Graziadio – Mark Tribbitt
 - i. PGBS does not have a particular page on diversity, but they do have a link to the Pepperdine diversity page on their website. Website conversations are in the initial stages.
 - d. Law – Chalak Richards
 - i. The law school is talking to the library and dean of faculty to find scholarship related to diversity. They plan to make it a static Google document and include it on the website.
 - e. SPP – Luisa Blanco
 - i. Sheryl Covey edited most of the website. SPP's approach to updating the scholarship section was to send an email to faculty asking for references to their work.
 - f. Chris Goodman explained that the goal is to have this updated at the end of the school year and go back to IMC for help with launching a revised version of the website in August.
 - g. Lisa Bortman mentioned that OIE developed a set of diversity metrics that can be included on the website and updated annually.
 - h. Alice Tsay asked how the scholarship section should be separated – by topic, by region, or by school. She also asked how we will move forward with keeping it updated.
 - i. Chris said that the UDC could be responsible for sending an email reminder to the schools to update this section.
 - ii. Regarding the organization of the list, the council decided to keep it in chronological order so that it's easy to update.

- VI. Feedback on diversity statement from University Faculty Council* – Lila Carlsen
 - a. Lila Carlsen gave a brief overview of the UFC meeting on March 21, at which the UFC reviewed the diversity statement and provided feedback. Two members responded at length with constructive criticism. The meeting itself was not well attended, and those that spoke had a strong opinion. President Benton was in

attendance and very candid. The UFC did not suggest bringing it to a vote. Lila followed up with Provost Marrs after the meeting for next steps. He said that the UDC can make editorial comments and then the statement can be put up on the provost's website for public comment.

- b. Chris said that Provost Marrs modified the approval process and that it does not need to go to the Board of Regents for approval but simply be posted online for 90 days for comment from the community.
- c. The council decided to take some of the grammatical suggestions from the UFC into consideration and edited the statement accordingly to read:

“Pepperdine is a Christian University fully committed to diversity, equity, and inclusion. Our faith cherishes the sacred dignity of every human being and celebrates diversity as a true representation of God’s love and creative expression. We endeavor to build a diverse community that fully engages the transformative educational process across expressions of human difference. Therefore, we strive toward academic excellence and a shared sense of belonging with the understanding that a broad range of diverse perspectives enriches the quality of our learning, scholarship, and leadership.”
- d. Bryant Crubuagh moved for approval of the statement.
- e. Chalak Richards seconded the motion.
- f. The committee unanimously approved the diversity statement as written above.
Chris will notify Provost Marrs to post the statement online for public comment.

VII. Progress and strategies for Framework for Inclusive Excellence at the schools – David Holmes

- a. Chalak Richards briefly explained the framework to the SOL diversity council. The consensus was that the school had already been working toward these guidelines. The SOL diversity council is working on creating an outline of how their current strategies fall into this framework.
- b. Karina Herold explained that Athletics adopted this framework two years ago and that David led a SEED session for coaches and staff. Athletics is committed to bringing this back in the fall.
- c. David encouraged the committee to keep this framework at the forefront of each UDC meeting and maybe ask IMC to create an aesthetically pleasing document for distribution.
- d. Karina mentioned that it would be a good idea to make an infographic for this document. She said that the challenge questions were really important when first implementing this in Athletics. The council decided that they would pull out points for the infographics at the next meeting.

VIII. Succession planning/leadership for 2019-2020

- a. David Holmes announced his resignation from his position at Pepperdine.

- b. Chris asked if there was any interest from committee members in leading the UDC next year. **Members were asked to email their interest or nominations to Chris or Lindsay.**
 - c. David nominated Eric Wilson.
- IX. Additional meeting in 2018-2019
- a. The next UDC meeting will be scheduled for May or April. **Lindsay will send a Doodle poll.**
- X. Other new business for next meeting
- a. OIE metrics
 - b. Summary of framework and infographics
- XI. Upcoming programs, events, and activities
- a. Immigration Law Panel – School of Law – April 2, 2019, 12:30 p.m., Classroom A
 - b. GSEP Annual Research Symposium – May 31, 2019 – Speaker will be talking about embedding diversity in research (send speaker recommendations to Maria Wright)
 - c. Crossroads Chapel – April 2, 2019, 7 p.m., Elkins
 - d. Narrating Illegal Migrations in Europe, World War II to the Present – Payson Library – April 11, 2019, 12 p.m., Surfboard Room
 - e. Loqui – April 26, 2019, 1 p.m., Smothers
- XII. Adjournment
- a. The meeting adjourned at 1:17 p.m.

***Attachments:**

February 4, 2019 UDC meeting minutes
UFC feedback on diversity statement