

## University Diversity Council

Monday, February 4, 2019

12:00 – 1:30 p.m.

Page Conference Room

### MINUTES

#### Members present:

1. Christine Goodman (Co-chair, UDC, School of Law)
2. David Humphrey, (Co-chair, UDC, Student Affairs)
3. Lisa Bortman (Office of Institutional Effectiveness)
4. Rebecca Campos (Intercultural Affairs)
5. Lila Carlsen (Provost's representative)
6. LaShonda Coleman (Student Affairs)
7. Bryant Crubaugh (Seaver College)
8. Bob deMayo (Graduate School of Education and Psychology)
9. Dawn Emrich (Public Safety)
10. Sandra Harrison (Office of Student Accessibility)
11. Karina Herold (Athletics)
12. Kim Miller (Human Resources)
13. Ennette Morton (Pepperdine Graziadio Business School)
14. Chalak Richards (School of Law)
15. Alice Tsay (Libraries)
16. Eric Wilson (Chaplain's office)
17. Lindsay Jacobs (ex officio)

#### Members absent:

1. Luisa Blanco (School of Public Policy)
2. Melissa Espinoza (School of Public Policy)
3. Tuan Hoang (Seaver College)
4. Mark Tribbitt (Pepperdine Graziadio Business School)
5. Austin Welch (undergraduate student representative)

#### I. Call to order

- a. Chris Goodman called the meeting to order at 12:11 p.m.

#### II. Opening prayer

- a. Eric Wilson offered an opening prayer.

#### III. Review and approval of UDC minutes from October 3, 2018 meeting\*

- a. Karina Herold moved for approval.
- b. David Humphrey seconded the motion.
- c. The committee unanimously approved the minutes from the October 3, 2018 meeting.

- IV. Introduction of new members
  - a. The committee members introduced themselves.
  
- V. Feedback on Inclusive Excellence document and diversity statement
  - a. David Humphrey explained that the diversity statement is on page 1 and the recommendation for a framework is on page 2.
  - b. Chris Goodman explained the process to approve the diversity statement as told to her by Provost Marrs: the UDC approves the statement; the statement is sent to the University Faculty Council for review and approval; the statement is posted online for community review and comment; the statement is presented to the University Planning Committee for notice; the statement might need to be given to a subcommittee of the Board of Regents for approval.
    - i. Lisa Bortman asked who established this process and if any other committee has to go through it. Chris said that the process was established through emails between her and the provost.
    - ii. Lisa asked what the charge is. She also asked if we are looking for approval, recommendations, or input and what we do with that input. She asked who makes the final decision. Chris said that the president makes the final decision.
  - c. David went through the comments on the diversity statement posted by UDC members.
    - i. The committee discussed whether or not to wait until the new president begins to put forward a diversity statement. The majority of the committee wanted to move forward with the statement.
    - ii. Chris questioned if we should have each committee member go back to their schools for feedback on the framework.
    - iii. David explained that the proposed framework for Pepperdine is almost identical to the WSCUC framework. **Lindsay Jacobs will send the WSCUC framework to the committee.**
    - iv. The committee discussed adding something about sexuality to the statement. LaShonda Coleman suggested the term sexual orientation instead of sexuality, gender expression, or gender identity, as those terms do not speak to sexual relationships.
    - v. Lisa asked if this statement is for all of our community or just students. David said all. Lisa reminded the committee that WSCUC asked in our last review what support we provide for LGBT faculty and staff.
    - vi. The committee discussed the pros and cons of including something from the Bible in the statement.
  - d. The committee looked at the original diversity statement created in 2015.
    - i. The committee recommended edits to the statement.
    - ii. Eric Wilson moved to approve the edited version of the original diversity statement.
    - iii. LaShonda Coleman seconded the motion.

- iv. Alice Tsay made a friendly amendment to switch the clauses of the second sentence.
    - v. Eric and LaShonda approved the friendly amendment.
    - vi. Karina Herold made a friendly amendment to change “service” to “leadership” in the last sentence.
    - vii. Chalak Richards seconded the motion.
    - viii. The committee unanimously approved the amended diversity statement.
  - e. **David asked the committee members that before they take the framework to their individual schools to please reach out to him to come up with a strategy.**
- VI. Website revisions
- a. **Chris Goodman will contact the school representatives individually to check on progress.**
  - b. Chalak Richards shared the revised law school diversity website with the committee.
- VII. Upcoming programs, events, and activities
- a. Mass Incarceration 101 Workshop – School of Law – February 11, 2019, 12:30 p.m., Classroom D
  - b. Beth Caldwell: Deported Americans – Payson Library – February 7, 2019, 12:00 p.m., Surfboard Room
  - c. Eboo Patel: Out of Many Faiths: Religious Diversity and the American Promise – Seaver College – February 19, 2019, 5:00 p.m., Elkins
  - d. Larry Donnell Kimmons lecture – Student Affairs – March 7, 2019, Payson Library
  - e. Exploration of Blackness – Intercultural Affairs – Rebecca Campos will email details to the committee.
  - f. Committee members were asked to email event announcements to Lindsay Jacobs to disseminate to the committee. If committee members would like to add diversity-related events to the Seaver Google calendar, please email Bryant Crubaugh.
- VIII. Goals for 2019
- IX. New business
- X. Adjournment
- a. The next UDC meeting will be scheduled for April. **Lindsay Jacobs will send a Doodle poll.**
  - b. The meeting adjourned at 1:29 p.m.

**\*Attachments:**

**October 3, 2018 UDC meeting minutes**