

## University Diversity Council

Tuesday, March 28, 2017

12:00 – 1:30 p.m.

Page Conference Room

### MINUTES

#### Members present:

1. Bob deMayo (Chair, UDC, Graduate School of Education and Psychology)
2. Carla Anderson (Human Resources)
1. Luisa Blanco (School of Public Policy)
2. Lisa Bortman (Office of Institutional Effectiveness)
3. Jay Brewster (Provost's representative)
4. LaShonda Coleman (Student Affairs)
5. Christine Goodman (School of Law)
6. Sandy Harrison (Office of Student Accessibility)
7. David Humphrey (Student Affairs)
8. Smita Nowlin (School of Law)
9. Edna Powell (Chief Business Officer)
10. Christina Ramirez (School of Public Policy)
11. Eric Wilson (Chaplain's office)
12. Lindsay Jacobs (*ex officio*)

#### Members absent:

1. Kari Bolen (Student Affairs)
2. Dawn Emrich (Department of Public Safety)
3. Ennette Morton (Graziadio School of Business and Management)
4. Frank Villasenor (Facilities Services)

#### I. Call to order

- a. Bob deMayo called the meeting to order at 12:08 p.m.

#### II. Opening prayer

- a. Sandy Harrison offered the opening prayer.

#### III. Introduction of new member

- a. Eric Wilson - Associate Chaplain (taking over for Sara Barton)

#### IV. Review and approval of UDC minutes from February 27, 2017 meeting

- a. Edna Powell moved for approval.
- b. David Humphrey seconded the motion.
- c. The committee unanimously approved the minutes from the February 27, 2017 meeting.

- V. Agenda building
  
- VI. Utilizing the institutional framework for diversity as noted in the UDC recommendations to Provost Marrs and endorsed by President Benton last month and developing concrete steps to advance this agenda
  - a. David Humphrey provided an overview of his meeting with President Benton last month. President Benton tasked David with creating a template for each of the schools to create a formalized structure for strategies, goals/objectives, and outcomes related to inclusive excellence. David described Penn State's framework to foster diversity. Penn State's 5-year plan (1998-2003) is viewable online and is recognized as one of the top plans for inclusive excellence among institutions of higher education. Penn State's plan included 8 challenges that each division/area uses to construct a framework. David recommended that the UDC create a subcommittee to study the Penn State framework and develop a more robust framework for diversity based on the four areas identified in the original framework that can be given to the deans and senior administration. Eric Wilson added that it will be important for the plan to show how the conceptual can become tangible/practical.
    - i. Bob deMayo asked for volunteers to serve on the subcommittee for creating a template. David Humphrey, Sandy Harrison, Smita Nowlin, LaShonda Coleman, and Lisa Bortman volunteered to serve on the subcommittee.
  - b. The committee discussed some of the challenges that may arise when Bob presents the diversity statement to the University Faculty Council.
    - i. Christine Goodman described the pushback from faculty that she has witnessed on adding diversity language to the scholarship area of the tenure form. Faculty claim academic freedom allows them to decide whether or not they talk about diversity in the classroom.
    - ii. The committee discussed the lack of diverse candidates in the School of Law dean search and the provost's response to this.
    - iii. The committee also discussed the fact that faculty do not understand the value of diversity and the hiring of diverse candidates. There is a need to show that faculty diversity is in their self-interest.
  
- VII. Nominations and election for chair of UDC for 2017-18 academic year
  - a. Bob deMayo nominated David Humphrey.
  - b. Luisa Blanco nominated Christine Goodman.
  - c. Bob deMayo called for a motion for electing David Humphrey and Christine Goodman as co-chairs for the 2017-18 academic year.
    - i. LaShonda Coleman moved for approval.
    - ii. Lisa Bortman seconded the motion.
    - iii. The committee unanimously approved the election of David Humphrey and Christine Goodman to be co-chairs of UDC for the 2017-18 academic year.
  
- VIII. Open discussion

- a. David Humphrey informed the committee that his office will be leading immigration seminars at Seaver College, the School of Law, and the West LA campus for students and their friends and families to attend if they have questions regarding immigration issues. David solicited assistance from the committee in the organization of these seminars.
- b. LaShonda Coleman provided an update on the topic of gender inclusive restrooms. The University is still moving forward with providing restrooms for those of either gender identity; they will be single-stall and labeled “restrooms.”

IX. Adjournment

- a. The meeting adjourned at 1:24 p.m.