

# University Diversity Council

Thursday, August 20, 2020

10:00 – 11:30 a.m.

Zoom meeting

## MINUTES

### Members Present:

Karina Herold, Co-chair (Athletics)  
Chalak Richards, Co-chair (Caruso School of Law)  
Christian Abad (Seaver College)  
Sara Barton (Office of the Chaplain)  
Luisa Blanco Raynal (School of Public Policy)  
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)  
Natalia Escobedo-Molina (Seaver College)  
Nate Ethell (Integrated Marketing and Communications)  
Alex Forero (Integrated Marketing and Communications)  
Sandra Harrison (Office of Student Accessibility)  
Lauren McGrath (Human Resources)  
Valerie Nowacki (Graziadio Business School)  
Mark Tribbitt (Graziadio Business School)  
Jazmin Zane (Office of Institutional Effectiveness)  
Monique Smaby (ex officio)

### Members absent:

Rebecca Campos (Student Affairs)  
Melissa Espinoza (School of Public Policy)  
Eric Wilson (Office of the Chaplain)

## AGENDA

- I. Call to order
  - A. Karina Herold called the meeting to order at 10:05 am.
- II. Opening prayer

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- A. Sara Barton led the opening prayer.
- III. Introductions/New Member Welcome - All
  - A. Chalak Richards and Ms. Herold welcomed all new members.
  - B. Each member introduced themselves and their role at the University.
  - C. Ms. Herold noted that every department was represented, except alumni affairs. She suggested that The Council look into inviting someone from that department.
- IV. Review and approval of UDC minutes from July 6, 2020 meeting\*
  - A. Amendment: Valerie Nowacki requested that the Gradizadio staff advisory counsel be changed from forming to active and note that they currently present at diversity meetings.
  - B. Amendment: Nate Ethell requested that PAAT be corrected in the July minutes. It was previously noted as PAAC.
  - C. Tanya Cooper moved for approval.
  - D. Mark Tribbett seconded the motion.
  - E. The Council unanimously approved the minutes from the July 6, 2020 meeting.
- V. Update on Presidential Action Advisory Team (PAAT) - La Shonda Coleman
  - A. Ms. Coleman gave an update on the regular meetings of PAAT.
    1. The role of PAAT is to listen to the voices of the community, identify gaps as voiced by the community, and provide recommendations. She clarified that it is not an action committee and its role is to make recommendations.
    2. Feedback was gathered from various constituents, faculty, staff, and students about concerns on inclusion and thoughts on how to better integrate inclusion. These concerns and ideas were shared with President Gash's office.
    3. Chief Diversity Officer update: The team also reviewed this feedback to identify themes that would be important for the President to consider when electing a chief diversity officer. There are two committees advising the creation of that position, one for candidate search and one for the job description.
    4. @blackatpepperdine Instagram account: PAAT is following the voices from this account to help inform the work that they are doing on the committee. The following themes have been identified: From the students, they are looking for a sense of belonging, recruitment of students of diverse backgrounds, and support once they arrive. A call to action for evaluating the staff and faculty hiring and tenure process. Lastly,

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considering the infrastructure of Pepperdine University and what is missing from it.

- B. Ms. Herold asked how the UDC works with PAAT.
  - 1. Ms. Coleman said that the UDC has meaningful information to share with PAAT. She suggests the UDC create one document with suggestions from all five schools identifying points that the UDC would like PAAT to consider. **UDC has been asked to share recommendations to PAAT (ACTION ITEM).**
- C. Mr. Ethell asked how the recommendations will be executed.
  - 1. Ms. Coleman responded that it has not yet been determined. PAAT is working in phases, determining the themes, creating recommendations for solutions, then sharing this information with President Gash. The President will give feedback on how to implement it.
  - 2. Mr. Ethell followed up asking the scope of the recommendations.
    - a) Ms. Coleman emphasized the importance of providing a recommendation with an example of a model program and data to support the recommendation when possible.
- D. The Council discussed that the UDC has always been advisable in nature.
- E. Ms. Coleman suggested that Dean Williams and Daniel Rodriguez be invited to a future meeting. The UDC will have the opportunity to present the priorities/themes that they have gathered from the five schools and their recommendations to PAAT.
  - 1. Chalak Richards agreed it is a good suggestion.
- F. Ms. Barton asked how the information gathered from UDC will be shared.
  - 1. Ms. Coleman suggested that the UDC share information with the provost's office through Lila Carlsen and to the President's Office through PAAT.
- G. Robert DeMayo asked for clarification around who will monitor the efforts. He noted that often the UDC is asked to take a role of generating reports but the UDC does not have administration support assigned to it.
- H. Mr. Ethell asked how the recommendations are being prioritized.
  - 1. Ms. Coleman said that all topics are discussed by PAAT. The majority of the concerns received are primarily focused on racial biases. Small groups have been created to report on a variety of topics.
- I. Bryant Crubaugh questioned if PAAT will be temporary or a new standing committee.

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1. Ms. Coleman responded that to her knowledge it will be determined in the future and may continue to assist in implementation.
  - J. Ms. Richards shared that she was asked to join the job description committee. She recommended that the Chief Diversity Officer sit or be a co-chair on the UDC.
    - a) Mr. Tribbitt shared that he will be on the search committee.
    - b) Ms. Coleman added that both appointments have been an opportunity for UDC members to be further involved.
  - K. Ms. Richards steered the conversation back to the suggestions that Ms. Coleman made. Each member should go back to their department or school and determine top priorities in regards to diversity, equity, and inclusion matters. Then the UDC will put together one document to present to PAAT.
    1. Robert DeMayo noted that there are multiple efforts going on and fears that it might burn out people to create more lists. He pointed out that similar lists have been generated before without any action taken.
      - a) Mr. Coleman responded that she understands the frustration but specifically noted that there is an intentional focus on hiring the CDO at this time and PAAT is evaluating all information.
  - L. Ms. Barton asked if the UDC could hear from President Gash or the PAAT chairperson about how UDC relates to PAAT.
    1. **Ms. Richards offered to reach out to Dean Williams and Daniel Rodriguez (ACTION ITEM).** She asked if each school has the bandwidth to put together the request list for Ms. Coleman to present at PAAT.
- VI. Update from subgroup on @blackatpepperdine Instagram Page
- A. Review of Themes/Problem Statements/Action Steps
    1. Ms. Herold gave an update on the work of the subgroup. They have analyzed the content and testimony of the @blackatpepperdine Instagram Page.
    2. The group highlighted 5 primary themes. Nearly all of the testimonies are regarding Seaver College.
    3. A call was coordinated with black students at Seaver College, University leadership/faculty, and members representing all areas of the student body. A robust list of themes, problem statements, and action steps were compiled into a working document. A second meeting is scheduled on August 24th. President Gash will attend and address the students about

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recent publishings. The group would also like to plan a student lead public event.

- B. Ms. Richards asked if Ms. Herold could share the working document mentioned with everyone. It is a valuable resource that could be used across the University. Ms. Carlsen asked to share it with the Seaver faculty senate and send it to Chris Duran. **Karina Herold will share the edited document once completed (ACTION ITEM).**
- C. Ms. Carlsen shared that she was moved by the content and stories. She wanted to know if grievances had been filed since a complaint is not filed when a story is posted on instagram.
  - 1. She is aware that some cases have been addressed but not aware if the administrators of the account are reaching out.
    - a) Sandra Harrison added that one post suggested that the administrators of the account are talking with individuals mentioned by name.
- D. Lauren McGrath added that human relations is put on notice about the concerns even though they are not filed formally.
  - 1. Dawn Emrich added that anything related to public safety mentioned on the account is being looked into and they are taking it very seriously.
- E. Ms. Richards drew The Council's attention back to the working document that Ms. Herold described.
  - 1. She noted that there are individual responses to statements and larger themes that address the culture at Pepperdine University.
  - 2. This document will help identify what are action steps that can happen immediately and what are long term actions steps. There is a need to create expectations for the students about what changes will happen now and longer term changes will be made.
- F. Alex Forero highlighted in the meeting that the students were interested in measurements of success. Specifically finding a way to measure the work of creating a sense of belonging.
  - 1. Possible options are measuring the hours of work and dollars investment.
  - 2. The Council suggested there should be a place in the working document to measure their work and the effect it has on the students.
- G. Ms. Richards added that Connie Horton is working to gather information from various departments and the efforts they are making.

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- H. There was a consensus that the working document created from the call could be used as a template for all five schools.
  - I. Mr. Crubaugh noted that councils make recommendations but finds that action is taken quickly when the students speak up. He thanked the leaders for putting together the student meeting and is looking forward to attending the August 24th meeting.
  - J. Mr. Ethell reminded The Council that this topic has gained lots of media interest. He shared a link to an article the Malibu Times wrote published on the @blackatpepperdine Instagram account and described the statement for Pepperdine University that he worked on.
  - K. Ms. Forero shared that Pepperdine University is not alone and that every institution is grappling with these issues right now on how to support their students.
    - 1. She emphasized if anyone is contacted by the media to connect with herself or Mr. Ethell and they can assist with guidance.
      - a) Ms. Herold praised the work that Integrated Marketing and Communications is doing in regard to the media.
- VII. Adjournment
- A. Ms. Herold suggested adjourning the meeting of the University Diversity Council and to **schedule another meeting in early to mid September. Agenda items not covered will be moved to the next meeting. (ACTION ITEM)**
  - B. Ms. Coleman moved to adjourn
  - C. Mr. Crubaugh seconded the motion.
  - D. The Council unanimously voted to adjourn the meeting end. The meeting was adjourned at 11:31 a.m.