

## University Diversity Council

Monday, February 29, 2016

12:00 – 1:30 p.m.

Page Conference Room

### MINUTES

#### Members present:

1. Robert deMayo (Chair, Graduate School of Education and Psychology)
2. Carla Anderson (Human Resources)
3. Jennifer Baker (Disability Services)
4. Lisa Bortman (Office of Institutional Effectiveness)
5. Jay Brewster (Provost's representative)
6. Christine Goodman (School of Law)
7. Sandra Harrison (Disability Services)
8. Tabatha Jones Jolivet (Student Affairs)
9. Ennette Morton (Graziadio School of Business and Management)
10. Christina Ramirez (School of Public Policy)
11. Al Sturgeon (School of Law)

#### Members absent:

1. Luisa Blanco Raynal (School of Public Policy)
2. Kari Bolen (Intercultural Affairs)
3. Dawn Emrich (Public Safety)
4. Edna Powell (Chief Business Officer)
5. Frank Villasenor (Department of Facilities Services)

#### Guest:

1. Ross Canning (Office of the Vice Provost)
  - I. Call to order
    - a. Robert deMayo called the meeting to order at 12:10 p.m.
  - II. Opening Prayer
    - a. Al Sturgeon offered the opening prayer.
  - III. Review and approval of UDC minutes from November 30, 2015 meeting
    - a. Tabatha Jones Jolivet moved for approval.
    - b. Sandy Harrison seconded the motion.
    - c. The committee unanimously approved the 11/30/15 UDC minutes.
  - IV. Agenda building
    - a. Lisa Bortman offered to discuss the SEED program at Seaver College.
    - b. Jay Brewster requested to discuss the UDC's role in disseminating information.

- V. Moving forward with issues discussed with Provost Marrs on October 19, 2015
  - a. The council inquired if the diversity statement had been given final approval by Provost Marrs. It was reported that the council received verbal approval on the statement from the provost but had not been given a formal written review/response of approval. The committee decided that they would create a list of next steps based on the provost's previous recommendations and that Bob deMayo would present this list to the provost. (See attached list for next steps.) The committee also decided that it was important to receive formal written approval from the provost in order to move forward.
  
- VI. Moving forward with issues raised by student protests
  - a. Tabatha Jones Jolivet provided an update on each of the five mandates from the students:
    - i. Student government voted that they would not propose a black out of Yik Yak. No further administrative action is needed.
    - ii. Seaver has initiated the SEED program in response to the call for cultural competency training of faculty and staff. The SEED program is a national program. Pepperdine will send a small group of faculty/staff members to be trained by the SEED Foundation on how to communicate with faculty/staff about diversity. The group of trainers will return to the University to work with a cohort each year, training faculty how to implement SEED training in the classroom and to create a culture where diversity is an ongoing conversation.
    - iii. President Benton has had a conversation with the donor of the Christopher Columbus statue. He has agreed to incorporate interventionist art.
    - iv. It has been agreed that interventionist art will also be placed beside the mural.
    - v. Associate Dean April Marshall has been tasked with looking into the implementation of a GE course on cultural competency.
  - b. Robert deMayo expressed that his impression from the last meeting with President Benton was that UDC would have a larger role in responding to these issues. However, that has not been the role of UDC historically.
  - c. Lisa Bortman discussed the uniqueness of Pepperdine's governing structure. She explained that there is a lack of clear communication lines. At other schools, school-specific diversity committees report to the university-led diversity committee. There was some discussion of Pepperdine implementing this line of communication, including the idea of inviting a representative from each of the school's diversity councils to report programs, projects, problems, and best practices at each UDC meeting.
  
- VII. Open discussion
  - a. Robert deMayo asked Lindsay Jacobs to send him a summary of the UDC's next steps as discussed by the committee.
  - b. Robert deMayo will meet with Provost Marrs to discuss the list of next steps.

- c. Robert deMayo will report back to the UDC in March.

VIII. Adjournment

- a. Christine Goodman moved adjournment.
- b. Tabatha Jones Jolivet seconded the motion.
- c. The meeting adjourned at 1:28 p.m.