

University Diversity Council

Monday, March 28, 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. (via teleconference) Ennette Morton (Graziadio School of Business and Management)
10. Christina Ramirez (School of Public Policy)
11. Al Sturgeon (School of Law)
12. Frank Villasenor (Department of Facilities Services)
13. Edna Powell (Chief Business Officer)
14. Luisa Blanco Raynal (School of Public Policy)

Members absent:

1. Kari Bolen (Intercultural Affairs)
2. Dawn Emrich (Public Safety)

Guest:

1. Ross Canning (acting secretary, Office of the Vice Provost)
 - I. Call to order
 - a. Robert deMayo called the meeting to order at 12:08 p.m.
 - II. Opening Prayer
 - a. Ross Canning offered the opening prayer.
 - III. Review and approval of UDC minutes from February 29, 2016 meeting
 - a. Carla Anderson moved for approval.
 - b. Sandra Harrison seconded the motion.
 - c. The committee unanimously approved the 02/29/16 UDC minutes.
 - IV. Agenda building
 - a. Chair's report on Provost Marrs' response to the UDC recommendations on the list of next steps to move the diversity conversation and action plan forward.

Bob deMayo met with the provost to discuss the subset of 12 goals presented by the UDC for the provost's consideration regarding the UDC's Next Steps document, which is linked [here](#).

- i. Item 1: Provost Marrs and Chair deMayo discussed bringing the UDC diversity statement to the University Planning Committee (UPC) for an interactive discussion and consideration for approval.

Lisa Bortman, Sandy Harrison, Bob deMayo, Tabatha Jones Jolivet, and Jay Brewster volunteered to attend the UPC meeting, if invited.

- ii. Item 2: Provost Marrs or the UDC will approach the University Faculty Council (UFC) for feedback on creating a cultural competency program for all faculty, staff, and students. The UDC will solicit feedback and suggestions from the UFC and faculty on how best to facilitate and implement this proposal. One possibility is to incorporate with existing faculty/leadership conference programs, such as the October 7, 2016, meeting scheduled next fall.

[Members of the UFC include: Mark Scarberry (chair), Karen Martin, Ronald Cox, Christine Goodman, Lincoln Hanks, Nancy Harding, Michael Magasin, Ted McAllister, David Ralph, Andrea Scott, Thomas Vandergon, and June Schmieder-Ramirez; and the president, provost, and vice provost attend as ex officio representatives of the university administration.]

- iii. Item 3: The Office of Institutional Effectiveness (OIE) will embed questions in the faculty and staff climate survey; and Human Resources may participate in their staff climate survey. Additional questions might be added to the national survey in which OIE participates. Luisa Blanco Raynal and Lisa Bortman review the current questions and add diversity questions.
- iv. Item 4: UDC reps from GSBM and SPP will look into creating diversity councils within their schools that include the UDC rep and students along with faculty and staff. The School of Law recently started a diversity council with broad representation of faculty, staff, and students.
- v. Item 5: The UDC will work on creating mentoring programs with the support of the provost. Questions of who will do it and how will it run have yet to be determined. Human Resources' leadership development program and the Center for Women in Leadership may be existing bodies with which to partner.
- vi. ITEM 6 : OIE will look into the diversification of faculty and give data to the UDC. This info is available on the OIE website from 2013 - present, as well as other data at <https://oie.pepperdine.edu/educational-research/national-surveys.aspx>
- vii. Item 7. Provost Marrs will provide a response to the suggestion of creating a Chief Diversity Officer for the University. He is considering the factors and need to have a stand-alone position, which he is taking under advisement.
- viii. Item 8. Provost Marrs will inquire about adding a UDC representative to the UPC with Vice Provost Lee Kats. A response will be given presently.

- ix. Item 9. The UDC will consider documenting the history of diversity at Pepperdine as an ongoing project utilizing summer research students and soliciting faculty grants which might be utilized to hire research assistants.
- x. Item 10. Provost Marrs will inquire about adding the diversity statement or UDC Charter through the Board of Regents Faith and Heritage Committee or the Academic Affairs Committee.
- xi. Item 11: UDC will work on creating a diversity award for faculty/staff. Emmette Morton, Sandra Harris, Jay Brewster, and Bob deMayo will serve on a subcommittee to define priorities, community benefits, and possible overlaps with existing awards like the Howard A. White award. Possible names for the award include Lucille Todd, Calvin Bowers, Jennings Davis.
- xii. Item 12: Provost Marrs agreed to ask the University Tenure Committee (UTC) to discuss adding a diversity component to the faculty data form.
- b. Crossroads Update (Tabatha Jones Jolivette)
 - i. Crossroads, the first LGBTQ+ club to be recognized by the University administration, came into being in March 2016. The UDC shared

V. Open discussion

- a. Diversity Council Membership and Chair selection for next year?
 - i. Contact Bob deMayo to explore chairing the council next year.
 - ii. Ongoing membership - all current members are welcome to continue to serve.
- b. This is the last scheduled UDC meeting for the academic year.

VI. Adjournment

- a. Sandy Harris moved adjournment.
- b. Emmette Morton seconded the motion.
- c. The meeting adjourned at 1:28 p.m.

The next meeting of the UDC will convene in fall 2016 at a date to be determined through the Office of the Provost and the UDC Chair.