

**University Diversity Council**

Wednesday, February 1, 2018

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. Carla Anderson (Human Resources)
4. Jay Brewster (Provost's representative)
5. Bob deMayo (Graduate School of Education and Psychology)
6. Dawn Emrich (Department of Public Safety)
7. Ennette Morton (Graziadio School of Business and Management)
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. Luisa Blanco (School of Public Policy)
2. Lisa Bortman (Office of Institutional Effectiveness)
3. LaShonda Coleman (Student Affairs)
4. Sandra Harrison (Office of Student Accessibility)
5. Karina Herold (Athletics)
6. Frank Villasenor (Facilities Services)
7. 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. Chris Goodman offered the opening prayer.
- III. Review and approval of UDC minutes from November 15, 2017 meeting\*
  - a. Eric Wilson moved for approval.
  - b. David Humphrey seconded the motion.
  - c. The committee unanimously approved the minutes from the November 15, 2017 meeting.
- IV. Introduce student representatives and guests
  - a. All members introduced themselves.

- b. Nate Ethell, director of communications and brand development, introduced himself.
  - c. Austin Welch, chair of Seaver College's Student Government Association's diversity committee, was selected as the undergraduate student representative but was not in attendance. Ennette Morton had not found a graduate student representative from the Graziadio School of Business and Management, so Bob deMayo offered to find a graduate student representative from the Graduate School of Education and Psychology. **Bob deMayo will select the student and notify Lindsay Jacobs who will include the student in future UDC communications.**
- V. Diversity website updates – Nate Ethell and Ed Wheeler
- a. Nate explained that he needs to better understand the strategy for UDC's presence on the website, UDC's priorities, and the content currently online that needs to be consolidated/organized. On the Pepperdine website (www), the diversity councils homepage references only 3 of the 5 schools. It was noted that GSBM and SPP do not have diversity councils, which is why they are not listed. Nate asked what the relationship is between school diversity councils and the UDC. Chris Goodman explained that the UDC falls under the provost's office and the school's councils are under the school deans' offices. Nate also mentioned that the organization of the side map needs to be rearranged and that the UDC needs to identify key elements worth having a drop-down section under UDC. Bob deMayo said that a major challenge is that many of the school's pages are years out of date and asked who is responsible for content. Nate explained that school's take ownership for school pages.
  - b. Nate said that the UDC might want to think about taking most of the school's diversity pages off of the main Pepperdine website and putting them on the Community site. The Community site is for internal purposes and not for recruiting. Eric Wilson mentioned that prospective students do want to see a diversity page, so there is a recruitment element involved. Smita Nowlin said that students are interested in what diversity looks like at Pepperdine, how much Pepperdine cares about diversity, and what Pepperdine is doing to further diversity initiatives. Bob added that he has received phone calls from people asking about diversity metrics of the student body. Nate suggested including infographics on the diversity homepage (potentially replicating the Success After Seaver page). The committee really liked this idea.
  - c. Nate said that IMC would be willing to build out the page but that UDC would need to supply the content. Nate suggested that David Humphrey's area in Student Affairs should manage the main Pepperdine diversity page(s) and that someone from UDC should manage the UDC page(s). Nate said that if an IMC request is submitted now, the website could be ready for Fall 2018. Nate will submit the project request and asked for UDC to designate a project manager. After his discovery meeting with David, Nate will come back to the UDC with additional recommendations.

- d. Chris will create a subcommittee for website renovation. She asked for UDC members to volunteer to be on the subcommittee. Ennette Morton and Carla Anderson volunteered.
- VI. Update on Priorities for Inclusive Excellence at Pepperdine document\* – David Humphrey
- a. This document has been revised to reflect the recommendations of the UDC subcommittee and has been reviewed by President Benton. David asked for feedback from the committee and intends to take this to the deans. The committee provided the following feedback:
    - i. Goal 1 – Diversity statement: The statement was created in 2015, and the subcommittee worked on it last year. President Benton has approved the statement and wants to take it to several committees for feedback before making it the official statement.
    - ii. Goal 2 – BARS system: After David explained the BARS system, Bob deMayo expressed concern that this might be a parallel system and that there might be confusion about where to send student complaints. David explained that Title IX issues follow the Title IX process and that the BARS system is only used for data gathering of incidents related to discrimination, harassment, and violence. Edna Powell suggested thinking through this more because of confidentiality issues and potentially involving General Counsel. Several committee members found the BARS system concerning.
    - iii. Goal 3 – Assessment: Christina Ramirez said that requiring each school to have a diversity council would be a challenge for SPP because of the size of the school. Bob added that it will be difficult to get volunteers on each school committee to gather data and generate a report; he suggested thinking through appropriate venues to do this kind of work.
    - iv. Goal 4 – Diverse faculty and staff: Bob deMayo said that faculty have never embraced making this a priority and that it is helpful that the president and provost will provide leadership on it. The committee agreed that this directive needs to come from the top in order for the institution to move forward.
    - v. Goal 5 – Marketing campaign: Nate will review this and provide some feedback.
- VII. Brenda Salter McNeil visit
- a. Brenda Salter McNeil is a professor at Seattle Pacific University and a pastor in Seattle. Her newest book lays out a framework for reconciliation. She will be on campus February 13 and 14. On February 13, she will be speaking at an event in Elkins at 7pm, and on February 14, she will be speaking at Chapel and conducting an evening workshop with 100 student leaders.
- VIII. Recent and upcoming diversity events
- a. Black History Month

- i. BSA and Intercultural Affairs are planning an event around monologues for February 18. The event is led by Joi Carr. More information is to come.
    - ii. Beverly Daniel Tatum is speaking on February 6 at 5pm in Elkins as part of the Baird Distinguished Lecture Series.
  - b. Women's History Month
    - i. The Graziadio School is working with the Center for Women in Leadership and the Institute for Entertainment, Media, and Culture to bring Cady McClain's documentary *Seeing is Believing: Women Direct*. The documentary follows the struggles that women in Hollywood have to overcome to be seen as viable directors. This event is set to occur the week of March 19.
    - ii. The Center for Women in Leadership is hosting a conference on February 13.
    - iii. The Advancing Women in Leadership Conference will be at Azusa Pacific University on March 5.
- IX. Open discussion
  - a. There is a diversity internship at Xperi in Calabasas. There is also a student development opportunity with the FLAME program. **Lindsay will send details about both opportunities to the committee.**
- X. New business
- XI. Goals for next meeting/Action items for the interim
- XII. Adjournment
  - a. The next UDC meeting is on Wednesday, March 7, at noon, in the Page Conference Room.
  - b. The meeting adjourned at 1:25 p.m.

**\*Attachments:**

**November 15, 2017 UDC meeting minutes**

**Priorities for Inclusive Excellence at Pepperdine**