

University Diversity Council

Tuesday, September 27, 2016

12:00 – 1:30 p.m.

Page Conference Room

MINUTES

Members present:

1. Bob deMayo (Chair, UDC, Graduate School of Education and Psychology)
2. Eric Barnes (Department of Public Safety)
3. Luisa Blanco (School of Public Policy)
4. Kari Bolen (Student Affairs)
5. Lisa Bortman (Office of Institutional Effectiveness)
6. Jay Brewster (Provost's representative)
7. Christine Goodman (School of Law)
8. Sandra Harrison (Disability Services)
9. Edna Powell (Chief Business Officer)
10. Al Sturgeon (School of Law)
11. Christina Ramirez (School of Public Policy)
12. Lindsay Jacobs (*ex officio*)

Members absent:

1. Carla Anderson (Human Resources)
2. Ennette Morton (Graziadio School of Business and Management)
3. Frank Villasenor (Facilities Services)

- I. Call to order
 - a. Bob deMayo called the meeting to order at 12:10 p.m.
- II. Opening Prayer
 - a. Edna Powell offered the opening prayer.
- III. Review and approval of UDC minutes from March 28, 2016 meeting
 - a. Luisa Blanco moved for approval.
 - b. Sandy Harrison seconded the motion.
 - c. The committee unanimously approved the minutes from the March 28, 2016 meeting.
- IV. Introduction of new members
 - a. All members introduced themselves to the committee.
- V. Agenda building

- a. Lisa Bortman would like to present a report from the Office of Institutional Effectiveness at a future meeting.
 - b. Sandy Harrison and Kari Bolen would like to discuss SEED training.
- VI. UDC recommendations to Provost Marrs – review of progress and next steps
- a. Item 1: The UDC presented the UDC diversity statement to the University Planning Committee and received positive feedback. There was good discussion of how to engage constituencies of the University. The remaining challenge is how to disseminate the diversity statement to schools and divisions. Although the UDC urged the UPC to talk to their individual departments/schools and post the statement online, there is no guarantee that all constituencies will be notified. Bob deMayo will follow-up with Provost Marrs on this item.
 - b. Item 2: The UDC has not yet had a discussion with the University Faculty Council about cultural competency training for faculty. Bob deMayo will follow-up with the current UFC chair (Tom Vandergon).
 - i. Jay Brewster discussed the training for faculty and staff that is happening at Seaver. The fall faculty orientation featured Marcia Chatelain from Georgetown who spoke about diverse classrooms and her experience as a teacher regarding diversity. This fall the Seaver dean’s office is offering one-hour lunch sessions about pedagogical approach, two of which are about diversity. It would be beneficial for UFC to request these types of trainings and endorse the idea.
 - c. Item 3: The OIE embeds questions about diversity and climate in student, faculty, and alumni surveys. Every three years, OIE conducts a survey through UCLA about diversity. OIE is waiting UCLA to return the data from last year’s survey.
 - d. Item 4: The law school has representatives on its diversity council from each standing faculty committee. The diversity council at SPP met in the summer and discussed pilot programs for this year. At GSEP, there is interest among staff about participating in diversity council.
 - e. Item 5: The schools are still missing mentoring programs for faculty of color. Bob deMayo will follow-up with Provost Marrs.
 - f. Item 6: Lisa Bortman will provide a report on diversity data at an upcoming UDC meeting.
 - g. Item 7: Provost Marrs has said that hiring a Chief Diversity Officer is not the direction in which the University has chosen to go. At Seaver, an associate dean for diversity and inclusion has recently been hired; this position will focus strictly on Seaver. The question of who is in charge of diversity at the university level has not been answered. Bob deMayo will follow-up with Provost Marrs about the plans of the University for diversity initiatives and how the university plans to respond to WASC when they return.
 - h. Item 8: Sandy Harrison is the UDC representative on UPC.
 - i. Item 9: The UDC has not begun documenting the history of diversity at Pepperdine. There was discussion among the committee about what is meant by “history.”

- j. Item 10: Bob deMayo will follow-up with Provost Marrs about taking the diversity statement or UDC charter to the Board of Regents Faith and Heritage Committee or Academic Affairs Committee.
 - k. Item 11: Bob deMayo will call a meeting of the subcommittee (Jay Brewster, Sandy Harrison, Kari Bolen, and Ennette Morton)
 - l. Item 12: Bob deMayo will follow-up with the University Tenure Committee about adding a diversity component to the faculty data form.

- VII. Discussion of relationship of UDC to new position of Associate Dean of Student Affairs for Diversity and Inclusion
 - a. The committee agreed that this position should be added to the UDC.

- VIII. SEED (Seeking Educational Equity and Diversity) program
 - a. As part of the SEED program, Sandy Harrison discussed the training and purpose of the program. Five staff members attended SEED training this summer and are in the process of leading on-going discussion with 40 faculty and staff members at Seaver. Each group meets once per month for two hours to discuss a variety of topics, including how people's own biases play out in their lives. The participants are self-selected. After just one group session, some participants have already expressed positive improvements in pedagogy. The program is funded by the Seaver dean's office and Student Affairs.

- IX. UDC tasks for this year
 - a. To create an innovative mentoring program for new faculty of color.
 - i. The UDC will invite all new faculty to breakfast before the faculty and leadership conference on October 7. Lindsay Jacobs will send an invitation email to new faculty.
 - b. Eric Barnes discussed the new diversity training for Public Safety officers. The purpose of the training was to consider diversity and the ways in which the officers approach people on campus. DPS is also considering meeting with student groups to get ahead of issues before they begin.
 - c. The committee discussed how diversity issues will be handled in athletics. Sandy Harrison will follow-up with Steve Potts.
 - d. As the law school construction begins, they are trying to be sensitive to diversity issues. The committee questioned whether anyone has been consulted on potential diversity issues for university-level construction.

- X. Adjournment
 - a. The next meeting has been rescheduled to Monday, October 24, 2016.
 - b. Chris Goodman moved adjournment.
 - c. Sandy Harrison seconded the motion.
 - d. The meeting adjourned at 1:30 p.m.