

University Diversity Council

Tuesday, September 26, 2017

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. Kari Bolen (Student Affairs)
4. Lisa Bortman (Office of Institutional Effectiveness)
5. Jay Brewster (Provost's representative)
6. LaShonda Coleman (Student Affairs)
7. Bob deMayo (Graduate School of Education and Psychology)
8. Dawn Emrich (Department of Public Safety)
9. Sandra Harrison (Office of Student Accessibility)
10. Ennette Morton (Graziadio School of Business and Management)
11. Smita Nowlin (School of Law)
12. Edna Powell (Chief Business Officer)
13. Eric Wilson (Chaplain's office)
14. Lindsay Jacobs (*ex officio*)

Members absent:

1. Carla Anderson (Human Resources)
2. Luisa Blanco (School of Public Policy)
3. Christina Ramirez (School of Public Policy)
4. Frank Villasenor (Facilities Services)

I. Call to order

- a. Chris Goodman called the meeting to order at 12:13 p.m.

II. Opening prayer

- a. Eric Wilson offered the opening prayer.

III. Introduction of members

- a. Members introduced themselves and the areas they represent.

IV. Review and approval of UDC minutes from March 28, 2017 meeting*

- a. Edna Powell moved for approval.
- b. Sandy Harrison seconded the motion.
- c. The committee unanimously approved the minutes from the March 28, 2017 meeting.

- V. History of the UDC* and Faculty of Color Council*
- a. Chris Goodman provided an overview of the founding of the Faculty of Color Council in 2001. The Council was formed based on President Benton's vision of diversity at Pepperdine. Areas where progress has been made include recruiting and increasing cultural sensitivity. Some of the progress has been fostered by WASC. The University Diversity Council grew out of the Faculty of Color Council, and its charter contains goals and strategies similar to those in the founding document. Chris encouraged the UDC to think intentionally about what it wants to accomplish this year and where it wants to go.
 - b. Eric Wilson noted that it would be interesting to hear about any pushback there might have been in the past to circumvent conflicts in the future. **Chris said that we would try to have a Faculty of Color Council member and an early UDC chair speak at an upcoming meeting.**
 - c. Sandy Harrison asked if faculty of color still gather in an informal group setting. Chris said that she was unaware of this happening on campus.
- VI. Current issues/updates in diversity on campus
- a. DACA clinics and assistance
 - i. David discussed the recent letter that was sent out from Connie Horton, Vice President for Student Affairs, regarding DACA. The goal of the letter was to communicate clearly Pepperdine's support of DACA and the resources that we are offering students, faculty, and staff. A crucial partner in this has been the immigration law clinic. The chaplain's office and counseling center are places of confidentiality for students and others to visit. It was noted that Pepperdine does not document which students are DACA students.
 - ii. David also discussed the issue of free speech vs. hate speech and the importance of encouraging students to have these conversations on campus. David will share two documents with the committee about this topic: "Speech and Belonging: A Resource Guide" by the HAAS Institute for a Fair and Inclusive Society, and "The Contours of Free Expression on Campus: Free Speech, Academic Freedom, and Civility" by Frederick M. Lawrence (published in AAC&U's magazine *Liberal Education*). **David will send these materials to Lindsay to forward to the UDC.**
 - iii. Bob deMayo mentioned that the Graduate School of Education and Psychology hosted a program on respective discourse over the summer. The event was sponsored by the GSEP Diversity Council and mostly attended by staff.
 - iv. Kari Bolen noted that there is an event tomorrow hosted by Seaver professor Dan Rodriguez that might be of interest to the committee. **Kari will send a link to the UDC with more information.**
 - v. An idea was discussed of sending an email blast monthly to the UDC with events relating to diversity on campus across all five schools. **UDC**

members were asked to send all upcoming events to Lindsay to include in the email.

- vi. It was also discussed that the events be included on the UDC website.
Lindsay will send the website link to all members.

b. Other issues and updates

VII. Recent and upcoming diversity events

- a. Larry Donnell Kimmons Rededication – September 20, 2017
 - i. The UDC members who attended this event described it as “powerful” and “transformational” and said that President Benton’s speech was very meaningful to the community. David said that the library will add a plaque to the memorial and is seeking to memorialize the words of students, faculty, and staff during that time.
- b. Faculty Conference (outreach to new faculty) – October 6, 2017
 - i. Last year, the UDC invited all new faculty to have breakfast with them prior to the conference. It was suggested that if the UDC did this again, there would need to be some sort of follow-up. The UDC decided not to meet with new faculty this year because not many faculty members of the UDC would be present.
 - ii. Lindsay suggested having the UDC meet with new faculty during the provost’s new faculty orientation in August. **Lindsay will provide additional information on this opportunity next year.**
- c. Other events and announcements
 - i. The SEED program is in its second year. This year, there are 70 members who gather once each month to discuss issues of race, class, and gender.

VIII. Open discussion

- a. Bob deMayo discussed his meeting with the University Faculty Council that occurred at the end of last semester. The feedback he received included a critique on diversity, which moved to defining a Christian university. The idea of the diversity statement being a threat to academic freedom also came up.
 - i. Lisa Bortman explained that there was a similar reaction to the diversity statement among the deans. She encouraged the UDC to determine its governance process – are we presenting to these groups in order to seek their approval? Are we asking for suggestions or advice?
 - ii. Jay Brewster said that the UFC experience in not unusual but a pattern. He thinks that UDC has done its due diligence in notifying appropriate groups. He suggests reaching out to the deans directly.
 - iii. Lisa suggested inviting the schools’ diversity committees to a future meeting.
 - iv. David reminded the UDC that President Benton should be providing additional feedback soon that might be helpful.
- b. Lisa Bortman discussed recent changes in regard to WASC. The University has a report due in 2019 and a WASC visit in 2020. WASC recently came out with a new statement on diversity that is action-oriented and asks schools to collect data on

diversity. WASC is asking for comments on its new diversity statement. **Lisa will send the UDC the statement and ask that all comments be submitted to her no later than October 3.** Lisa will also likely ask the committee to submit a brief report for the WASC report due in 2019.

- c. California law SB 1146 was discussed by the committee.
- d. LaShonda Coleman discussed the rescinding of the 2011 Dear Colleague letter. The Dear Colleague letter provided additional guidance to institutions who receive federal funding on how to handle sexual complaints. Several changes were made, including the following:
 - i. The timeline was impacted. It is no longer a 60-day timeframe but at the discretion of the institution.
 - ii. The standard of proof was impacted. It is under the school's discretion as to whether to use the standard of preponderance of evidence or clear and convincing evidence. Pepperdine uses the preponderance of evidence standard.
 - iii. Informal resolution is now an option. Many schools feel this will be problematic as it asks complainants to face the person who allegedly has harmed him/her. This will likely also negatively influence reporting.

LaShonda said that there will be a series of conversations among schools to bring about clear guidelines. She also said that Pepperdine does show parity in its current process – what is offered to the complainant is offered to the respondent.

IX. New business

- a. New data on climate from faculty and staff – agenda item for next meeting.

X. Logistics

- a. 2017-18 UDC meeting schedule
 - i. Bob deMayo asked for a phone option for the next meeting.
- b. Student representative selection
 - i. Will discuss at next meeting.
- c. Other

XI. Goals for next meeting/Action items for the interim

- a. See items in bold above.

XII. Adjournment

- a. The meeting adjourned at 1:30 p.m.

***Attachments:**

March 20, 2017 UDC meeting minutes

UDC Charter

Faculty of Color Council Vision to Action 2002