

## University Diversity Council

Wednesday, October 3, 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. Luisa Blanco (School of Public Policy)
4. Lisa Bortman (Office of Institutional Effectiveness)
5. Melissa Espinoza (School of Public Policy)
6. Sandra Harrison (Office of Student Accessibility)
7. Lila McDowell Carlsen (Provost's representative)
8. Bob deMayo (Graduate School of Education and Psychology)
9. Dawn Emrich (Department of Public Safety)
10. Karina Herold (Athletics)
11. Ennette Morton (Graziadio School of Business and Management)
12. Alice Tsay (Libraries)
13. Lindsay Jacobs (*ex officio*)

#### Members absent:

1. LaShonda Coleman (Student Affairs)
2. Rebecca Campos (Intercultural Affairs)
3. Bryant Crubaugh (Seaver College)
4. Tuan Hoang (Seaver College)
5. Kim Miller (Human Resources)
6. Chalak Richards (School of Law)
7. Austin Welch (undergraduate student representative)
8. Eric Wilson (Chaplain's office)

#### I. Call to order

- a. David Humphrey called the meeting to order at 12:15 p.m.

#### II. Opening prayer

- a. Dawn Emrich offered an opening prayer.

#### III. Review and approval of UDC minutes from May 8, 2018 meeting\*

- a. Karina Herold moved for approval.
- b. Sandy Harrison seconded the motion.
- c. The committee unanimously approved the minutes from the May 8, 2018 meeting.

#### IV. Introduction of new members

- a. The committee members introduced themselves.

- V. Inclusive Excellence update – David Humphrey, Associate Dean of Student Affairs for Diversity and Inclusion
  - a. David and Chris presented the Inclusive Excellence document to Deans' Council in May. The conversation was favorable, and they left the meeting with a charge from the deans to revise the document to make it more of a framework instead of a prescriptive document. The deans also wanted the document to go back to UDC for feedback before being presented to the deans again. David revised the document over the summer to fit within Darryl Smith's inclusive excellence model. The provost thought that there was not much faculty input in the document and wanted more faculty buy-in before it is presented to the deans for a second time. **Lindsay will ask Provost Marrs if the document can be a discussion item at the next University Faculty Council meeting.** David explained that President Benton originally wanted the document to be more prescriptive in nature but that Provost Marrs and the deans want it to be more descriptive. David suggested that the diversity statement be split apart from the document. That way, the UDC could present the document as a framework/guideline being recommended by UDC. The diversity statement would need final approval; however, the framework, as a recommendation, would not need to go through the approval process.
  - b. Lisa Bortman mentioned that Pepperdine was cited by WSCUC in 2012 for not having a diversity statement. In the 2015 progress report, we told WSCUC that the diversity statement was complete and gave the original statement to them. For the upcoming report, we must have an approved diversity statement. Lisa suggested that we propose a process for approval since that seems to be a point of confusion.
  - c. **David will create a Google doc for both the diversity statement and the framework to solicit feedback from UDC.** At the next meeting, UDC will discuss the revised document. **Chris and David will create an approval process/plan for the UDC to review at the next meeting.**
  
- VI. WSCUC update – Lisa Bortman, Associate Provost for the Office of Institutional Effectiveness
  - a. Lisa discussed the upcoming WSCUC report and the survey that was distributed to University Planning Committee, the WSCUC Steering Committee, and Deans' Council. She also discussed the modified survey that was distributed to the entire Pepperdine community. She then provided handouts on the survey responses by school to the diversity question.
  - b. Clarence Wheeler from OIE distributed data on admission characteristics of incoming students, student and faculty diversity, and student satisfaction with diversity at Pepperdine.
  
- VII. Website revisions update
  - a. Each school was asked to help update their website and to follow-up at the next meeting.

- b. Alice Tsay at the library is working on a list of faculty authors of documents related to diversity. Chris asked the provost for a research assistant but has not been given a response.

VIII. Upcoming programs, events, and activities

- a. Karina Herold shared that it is diversity and inclusion week in Athletics. This social media driven event is focused on debunking myths about student athletes. Athletics also plans to host a hot topics forum later this year.
- b. Lila Carlsen shared the Seaver diversity calendar created by Seaver Diversity Council. Seaver faculty and staff can add diversity-related events to the calendar for the Seaver community to see. The UDC discussed the idea of having a graduate school diversity calendar.
- c. Alice Tsay shared the following library events:
  - i. October 24: Gender Mainstreaming in International Organizations
  - ii. November 9: The Restless: Missing People and Missing History
  - iii. November 15: Book release for Joi Carr
- d. David Humphrey shared that there will be a Diwali celebration on the Sandbar Patio on November 15.

IX. Goals for 2018-2019

X. Adjournment

- a. The next UDC meeting will be scheduled for November.
- b. The meeting adjourned at 1:28 p.m.

**\*Attachments:**

**May 8, 2018 UDC meeting minutes**