

University Diversity Council
Wednesday, November 15, 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. Luisa Blanco (School of Public Policy)
4. LaShonda Coleman (Student Affairs)
5. Bob deMayo (Graduate School of Education and Psychology)
6. Karina Herold (Athletics)
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. Carla Anderson (Human Resources)
2. Lisa Bortman (Office of Institutional Effectiveness)
3. Jay Brewster (Provost's representative)
4. Dawn Emrich (Department of Public Safety)
5. Sandra Harrison (Office of Student Accessibility)
6. Frank Villasenor (Facilities Services)

- I. Call to order
 - a. David Humphrey called the meeting to order at 12:14 p.m.
- II. Opening prayer
 - a. Edna Powell offered the opening prayer.
- III. Review and approval of UDC minutes from September 26, 2017 meeting*
 - a. Ennette Morton moved for approval.
 - b. David Humphrey seconded the motion.
 - c. The committee unanimously approved the minutes from the September 26, 2017 meeting.
- IV. Student representative selection
 - a. The UDC charter states that “student representation consists of one Seaver College undergraduate and one graduate school representative, for one-year terms.” Chris

Goodman asked the committee members for suggestions on a process for selecting student representatives.

- i. Eric Wilson suggested pulling from Seaver's Black Student Association or Student Government Association (SGA).
- ii. David mentioned that SGA has created a diversity subcommittee and suggested that the subcommittee could select a representative. **David will send an email to the president of SGA asking for the group to appoint a representative to UDC.**
- iii. It was suggested that the graduate school representative could be chosen by the school (facilitated by the school's UDC representative), and that representation would be rotated between the four graduate schools in alphabetical order (GSBM, GSEP, SOL, SPP). **Ennette Morton will reach out to the student body to select a representative for UDC.**

V. Update on UDC priorities document

- a. David sent some recommendations to President Benton who said he was fine with the document but had some suggestions. President Benton will present the document to the Board of Regents in December and then decide how to put it into action. We will hopefully have a document/feedback in the spring.

VI. Inclusive excellence in Athletics – Karina Herold

- a. Karina Herold was introduced and a motion to give her full membership to UDC was offered by David Humphrey. The motion was accepted by LaShonda Coleman, and seconded by Edna Powell. The committee unanimously approved full membership to UDC for Karina Herold.
- b. Karina Herold is the senior associate director of Athletics and in her seventh year at Pepperdine. She is the senior woman administrator in Athletics, which is an NCAA mandate to ensure that there is a female perspective and voice at the table. Karina initially met with LaShonda and David to discuss the Colin Kaepernick situation and then to create a plan to use athletics as a laboratory for diversity and inclusive excellence. Thus far, Athletics has created a SEED group (15 members); put together a diversity council (8 staff, 2 student athletes); and publicly announced a diversity statement linked with a common ground statement. The diversity statement was well-received, but they did receive some backlash from donors regarding the common ground statement.
- c. Karina read the diversity statement aloud: "We strive to create a culture that builds a diverse community of fellowship, values individual differences, and fosters a sense of belonging. Only through the full inclusion and acceptance of each member of our community can we complete the transformative educational process and enrich the quality of our learning, development, and competitive drive. Through our faith and commitment to each other, we continue to maintain an environment where we are better and stronger together."

- i. Chris Goodman asked who approved the statement. Karina said that the Athletics Committee saw the statement, as did all of the coaches, who were invited to provide feedback.
 - ii. David Humphrey said that our statement sends a very strong message compared to other peer institutions.
 - iii. Karina noted that the statement is on the athletics website.

- VII. UDC website content, revisions, updates, and links*
 - a. University:
 - i. <https://community.pepperdine.edu/committees/udc/udc-agendas-and-minutes.htm>
 - ii. <https://www.pepperdine.edu/diversity/councils/university.htm>
 - 1. Move the approval date to the bottom of the charter.
 - 2. Add definition of diversity.
 - 3. Add new photo of council.
 - 4. Add list of committee members and contact information.
 - 5. Add major achievements of the council and/or what the council is currently working on.
 - 6. Revise diversity welcome page with statement approved by President Benton. Add scripture that connects this to our faith.
 - 7. **Chris Goodman will ask a representative from IMC to attend the next meeting to discuss website ideas.**
 - 8. On welcome page, link to each school's calendar of events.
 - 9. On UDC page, list items under the 4 functions.
 - 10. Include links to the other schools' pages on the UDC page.
 - b. Seaver:
 - i. <https://www.pepperdine.edu/diversity/councils/seaver.htm>
 - ii. <https://www.pepperdine.edu/diversity/programs/seaver.htm>
 - 1. David suggested that the chair of the Seaver Diversity Council be on the UDC. Chris asked David to invite the chair to the next meeting.
 - 2. San Francisco should be added to the list of programs.
 - 3. For the school pages, ask schools to post "selected examples" of their most important diversity initiatives.
 - c. Graziadio:
 - i. <https://www.pepperdine.edu/diversity/programs/gsbm.htm>
 - 1. Most of the information is outdated.
 - d. GSEP:
 - i. <https://www.pepperdine.edu/diversity/programs/gsep.htm>
 - ii. <https://gsep.pepperdine.edu/events/multicultural-speaker-series/>
 - 1. The diversity speaker series is outdated. The programs page is outdated and doesn't mention the GSEP diversity council charter.
 - 2. Bob sent the link to the GSEP diversity council website: <https://gsep.pepperdine.edu/about/our-story/diversity/>

3. **Bob will work with the GSEP diversity council to update the website.**

- e. SOL:
 - i. <https://www.pepperdine.edu/diversity/programs/law.htm>
 - 1. The webpage is outdated.
 - 2. Smita sent the link to the SOL diversity website:
<https://law.pepperdine.edu/diversity/diversity.htm>
 - f. SPP:
 - i. <https://www.pepperdine.edu/diversity/programs/spp.htm>
 - 1. Needs to be updated.
- VIII. DACA support letter*
- a. The letter was sent by a grassroots organization in California. The committee asked if they have the jurisdiction to craft a letter in support of DACA.
 - i. Bob deMayo said that it's not something the committee has done previously and not the role of the diversity council. Chris said that according to the charter, the committee can advocate but not send out its own statements. Luisa Blanco stated that the committee has sent out internal statements in the past.
 - ii. It was agreed that the committee would not sign the letter.
- IX. Native American Women's Tour*
- a. November 29, 2017, 4:00 p.m. – 5:30 p.m.
 - b. The group contacted us to perform during Native American Heritage Month. Intercultural Affairs decided to bring this group to campus for an event that focuses on the lived experience of women in Native American culture.
- X. Recent and upcoming diversity events
- a. The committee members were asked to send event links to Lindsay.
- XI. Open discussion
- XII. New business
- a. David asked for the council to explore the historical context for diversity councils at each school/area – should we have a recommendation for this?
 - i. It was noted that this may have been in response to WASC.
- XIII. Goals for next meeting/Action items for the interim
- a. Invite undergraduate and graduate student representatives to next meeting.
 - b. Discuss the context for school diversity committees at next meeting.
 - c. Have each school bring substantive changes to their websites to next meeting.
 - d. Ask IMC representative to attend next meeting.
- XIV. Adjournment

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

***Attachments:**

September 26, 2017 UDC meeting minutes

Diversity website links

DACA support letter

Native American Women's Tour video