

**University Diversity Council**  
Thursday, November 7, 2019  
12:00 – 1:30 p.m.  
TAC Lobby Conference Room

MINUTES

Members present:

1. Eric Wilson (Student Affairs)
2. Luisa Blanco (School of Public Policy)
3. Lisa Bortman (Office of Institutional Effectiveness)
4. Rebecca Campos (Intercultural Affairs)
5. LaShonda Coleman (Student Affairs)
6. Bryant Crubaugh (Seaver College)
7. Bob deMayo (Graduate School of Education and Psychology)
8. Melissa Espinoza (School of Public Policy)
9. Sandra Harrison (Office of Student Accessibility)
10. Karina Herold (Athletics)
11. Kim Miller (Human Resources)
12. Valerie Nowacki (Graziadio Business School)
13. Chalak Richards (School of Law)
14. Mark Tribbitt (Graziadio Business School)
15. Lindsay Jacobs (ex officio)

Members absent:

1. Lila Carlsen (Provost's representative)
2. Dawn Emrich (Public Safety)

Guests present:

1. Rick Marrs (Provost)
2. Candice Ortvals (Seaver College)

- I. Call to order
  - a. Eric Wilson called the meeting to order at 12:13 p.m.
  - b. The committee members introduced themselves.
- II. Opening prayer
  - a. Eric Wilson offered the opening prayer.
- III. Review and approval of UDC minutes from June 3, 2019 meeting\*
  - a. Chalak Richards moved for approval.
  - b. Mark Tribbitt seconded the motion.
  - c. The council unanimously approved the minutes from the June 3, 2019 meeting.
- IV. Discussion with Provost Marrs about diversity statement

- a. Provost Marrs summarized the approval process of the diversity statement, noting that feedback from the Pepperdine community was given to the UDC and that the UDC was supposed to notify the provost if there were any changes to the statement. The previous provost developed the practice that a statement would be posted online for 60 days for the community to respond; following the response, the statement would be approved. Provost Marrs understands this statement to be a vision statement, not a policy statement. He also clarified that UFC does not have final approval. According to the provost, this statement can be officially posted online.
  - b. The council asked if this statement needs approval from the Board of Regents. Provost Marrs said that it does not because there is no precedent.
  - c. The council asked if we need President Gash to provide feedback. Provost Marrs said to move forward and post the statement online since we followed the procedure we have always followed.
  - d. Eric Wilson reminded the council that the diversity statement and the Inclusive Excellence document are supposed to work in tandem with each other to give schools a foundation and to provide parameters.
  - e. Eric Wilson asked for a motion to approve the diversity statement.
    - i. Lashonda Coleman moved for approval.
    - ii. Bob deMayo seconded the motion.
    - iii. The council unanimously approved the diversity statement
- V. Updates on website revisions
- a. Seaver – Bryant Crubaugh
    - i. Kindy DeLong is collecting updates.
  - b. GSEP – Bob deMayo
    - i. GSEP provided changes to the website in the Google document and is waiting on IMC to make those changes.
  - c. Graziadio – Mark Tribbitt
    - i. PGBS has not made a lot of progress and needs to think more about content.
  - d. Law – Chalak Richards
    - i. The law school has revamped its website, making it more comprehensive so that it speaks to internal and external stakeholders.
    - ii. The website features alumni spotlights, which are updated quarterly.
  - e. SPP – Luisa Blanco
    - i. SPP provided changes to the website in the Google document and is waiting on IMC to make those changes. Eric asked Luisa to send the changes directly to him.
  - f. Karina Herold suggested posting the diversity statement on the UDC webpage and then linking to all schools/departments. This will ensure we are driving people to the correct place.
    - i. Rebecca Campos suggested bringing in an admissions perspective for potential students.
    - ii. **Next step: Karina and Eric will work with IMC to update the websites.**
- VI. Update on infographics for inclusive excellence document – Chalak Richards

- a. **Chalak Richards will forward the infographics to Lindsay Jacobs, and Lindsay will forward to the UDC.**
  - b. **This item will be added to the next agenda for comment and review.**
- VII. Succession planning/leadership for 2019-2020
- a. Co-chair nomination and voting
    - i. Candice Ortballs offered to serve as co-chair of the UDC if no other current members wanted to serve.
    - ii. Karina Herold was nominated as co-chair. Karina accepted the nomination.
      - 1. Chalak Richards moved for approval.
      - 2. LaShonda Coleman seconded the motion.
      - 3. The council unanimously approved Karina Herold as co-chair of UDC.
- VIII. New business
- a. Diversity and UDC webpages
    - i. **Rebecca Campos will help Karina Herold update the main diversity webpage for Pepperdine and the UDC webpage.**
  - b. The UDC needs to replace the library representative, the undergraduate student representative, and the graduate student representative.
    - i. SGA representative Natalia Escobedo has volunteered to be the undergraduate student representative. **She will be invited to the next meeting.**
    - ii. **Eric Wilson will reach out to Mark Roosa about a new library representative.**
    - iii. **Chalak Richards knows some law school students who might be interested and will reach out to them.**
  - c. There is significant concern at GSEP about the revised student code of conduct. GSEP is a gay-affirmative school that promotes inclusive policies about the LGBTQ community. Many students have questioned the language in the student code of conduct.
    - i. **The council agreed to invite Mark Davis and Connie Horton to the next meeting to discuss further.**
  - d. The council asked if there were any updates on the faculty publication survey. Eric Wilson said that it is in progress.
  - e. The council discussed the idea that Pepperdine encourages religious diversity among staff, especially related to campus events around the holidays.
- IX. Upcoming programs, events, and activities
- a. NCAA hosts diversity and inclusion week in which Pepperdine participated.
  - b. There is a dinner to recognize veterans on November 7 at 5pm at Drescher.
  - c. Haben Girma is speaking on November 11 at 12:30pm at the law school.
  - d. The law school is having a voting rights panel.
  - e. The law school is also hosting open conversations on divisive and trending topics.
  - f. The SEED retreat is on November 9.
    - i. **Eric Wilson will distribute information about SEED to Graziadio.**
  - g. Take Back the Night is on November 21 at 6pm in the Fireside Room.

- X. Adjournment
  - a. The meeting adjourned at 1:32 p.m.

**\*Attachment:**  
**June 3, 2019 UDC meeting minutes**