

University Diversity Council
Tuesday, September 14, 2021
12:00 PM - 1:30 PM PST
Location: Zoom

Members present:

1. J. Goosby Smith (Co-Chair, UDC, Office for Community Belonging)
2. Bryant Crubaugh (Co-Chair, UDC, Seaver College)
3. April Harris Akinloye (Office for Community Belonging)
4. Terra Hall (Student Affairs)
5. La Shonda Coleman (Student Affairs)
6. Rebecca Campos (Student Affairs)
7. Kevin Iga (Seaver College)
8. Chalak Richards (Caruso School of Law)
9. Tanya Cooper (Caruso School of Law)
10. Robert deMayo (Graduate School of Education and Psychology)
11. Maria Wright (Graduate School of Education and Psychology)
12. Andrew Thomas (Graziadio Business School)
13. Melissa Espinoza (School of Public Policy)
14. Mark Roosa (Libraries)
15. Sandra Harrison (Office of Student Accessibility)
16. Sara Barton (University Chaplin)
17. Lila Carlsen (Provost's Office)
18. Nate Ethell (Integrated Marketing Communications)
19. Alex Forero Integrated Marketing Communications
20. Hope Dease (Seaver College, student)

Members absent:

1. Dawn Emrich (Department of Public Safety)
2. Luisa Blanco Raynal (School of Public Policy)
3. Eric Wilson (University Church, ex-officio)
4. Lauren Miles (Seaver College, student)
5. Bernice Ledbetter (Graziadio Business School)
6. Athletics representative
7. Human Resources representative

Minutes

- Call to order
 - Bryant Crubaugh called the meeting to order at 12:02 pm.
- Opening Devotional
 - Bryant Crubaugh Presented:
 - <https://cals.arizona.edu/~steidl/Liberation.html>
- Welcome

- J. Goosby Smith provided a welcome to the members as the new co-chair
- UDC priority: Relationship Building
 - The Office for Community Belonging presented a teaser of Community Belonging Circles
 - J. Goosby Smith noted to the members this enables those “to allow to stop, focus, and connect”
 - Feedback for applicability in UDC respective units (TRHT Institute & Grant app)
 - J. Goosby Smith explained the meaning behind TRHT (Truth, Racial Healing, & Transformation) Institute and what the submitted grant could do for Pepperdine.
 - For example: The Office for Community Belonging has a plan to start building meaningful relationships with the original Pepperdine campus.
 - The grant (approximately \$40k-\$50k) is seed money and freedom to support various DEI (diversity, equity, and inclusion) work on campus.
 - A question J. Goosby Smith posed herself is if the money would be divided by school as the money could help support faculty research in DEI fields?
 - J. Goosby Smith notes that all aspects of the grant money would be decided as a committee.
- Office for Community Belonging Introduction
 - J. Goosby Smith presented: ■ OCB Briefing 8-02-21 version.pdf
 - J. Goosby Smith noted the office and work is grounded in Christianity as the office works in biblically sound initiatives to gain greater support.
 - J. Goosby Smith touched on the Civil Rights Spring Break Trip.
 - J. Goosby Smith has been working with advancement for funding, has spoken to Provost Brewster and all 5 Deans on the possibility of having set trip be credited for students.
 - This trip would be more than just visiting sites. There would be course work associated with the trip to justify the credited hours.
 - This trip is also not school-specific, but most graduate schools do not have a spring break and the trip will be during Seaver’s spring break. Graduate schools will allow for their students to participate as it will be a transformative and educational trip.
 - J. Goosby Smith noted the cost per person, which is \$3,700, and it will take care of the trip in total.
 - Tuition dollars can go towards that cost as well.
 - Maria Wright mentioned that Brian Swarts, the DC program director, specifically asked if there is a Civil Rights Trip as

he is wanting to help host in some way. J. Goosby Smith mentioned she will reach out to Brian.

- Subcommittee
 - Continue subcommittee model moving forward
 - Sexual Conduct Policy subcommittee
 - <https://www.pepperdine.edu/student-life/student-code-of-conduct/policies/seaver-sexual-relationships-policy.htm>
 - A note was added that the language in Seaver's sexual relationship policy has changed over the years
 - <https://www.pepperdine.edu/student-life/student-code-of-conduct/policies/seaver-sexual-relationships-policy.htm>
 - Caruso School of Law's diversity council agreed that the school should not have a separate statement on these matters, and that the university should have one as a whole.
 - Caruso School of Law diversity council had the approval to remove their sexual relationship policy from their website.
 - Tanya Cooper mentioned they were surprised by the policy's existence which led Caruso School of Law's diversity council to come to an agreement to contact Mark Davis's office for approval to take down the statement from the website. Approval was obtained, and policy has since been removed.
 - Tanya Cooper and Maria Write were hopeful for other schools to have it taken down.
 - J. Goosby Smith asked if any language was changed to want it to be taken down?
 - Tanya Cooper answered that there was no written history of why it came about in 2018 on the Caruso School of Law's website.
 - J. Goosby Smith asked what the chief argument was as to having the policy removed?
 - J. Goosby Smith suggested rationals of edits and to contain data on student enrollment rate.
 - UDC - why do we have these statements in the first place?
 - Maria Wright commented that the Graduate School of Education and Psychology has had issues trying to "defend" these statements to prospective students.
 - Many committee members agreed that these statements have been and continue to be a net negative for admissions across the university.
- Community Belonging Concerns

- J. Goosby Smith notified UDC members about the community belonging concerns form on the Office for Community Belonging's website. She informed all members to please refer students to this page as needed.
- <https://www.pepperdine.edu/belonging/>
 - J. Goosby Smith presented a brief breakdown of the website to the members. It was noted that The Office of Student Accessibility's page and resources should be added to the resources tab.
 - The Office for Community Belonging will work with IMC to get that added to the webpage.
- Member Event Reports
 - J. Goosby Smith mentioned that all members of UDC need to adopt synergy and collaboration. By doing so, UDC and the Office for Community Belonging can share and support all DEI efforts, events, and initiatives at the university.
- Approving Minutes from [May 2021](#) - didn't get to
- Member "homework": gather all DEI events at their schools during the past year and coming year - didn't get to
- UDC Moving forward - very briefly talking about
 - Volunteers for Bylaws Committee? -didn't get to
 - Robert's Rules? - didn't get to
 - Student Veteran on UDC - didn't get to
 - Meeting frequency - didn't get to
 - Bylaws and organizational changes -briefly touched on
 - J. Goosby Smith and Bryant Crubaugh asked UDC members to email them to see if other subcommittees are needed.
 - On the topic of changes, Nate Ethell reinforced to the group that confidentiality is important in trusting the committee along with having new co-chairs.
- Adjourn meeting
 - Bryant Crybaugh adjourned the meeting and was seconded by Nate Ethall at 1:31pm.