

University Diversity Council
Tuesday, November 9, 2021
12:00 PM - 1:30 PM PST
Location: Zoom

Attendees

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. Jamila Cupid (Seaver College)
9. Chalak Richards (Caruso School of Law)
10. Tanya Cooper (Caruso School of Law)
11. Robert deMayo (Graduate School of Education and Psychology)
12. Maria Wright (Graduate School of Education and Psychology)
13. Andrew Thomas (Graziadio Business School)
14. Luisa Blanco Raynal (School of Public Policy)
15. Mark Roosa (Libraries)
16. Sandra Harrison (Office of Student Accessibility)
17. Sara Barton (University Chaplin)
18. Lila Carlsen (Provost's Office)
19. Nate Ethell (Integrated Marketing Communications)
20. Dawn Emrich (Department of Public Safety)

Absent

1. Eric Wilson (University Church, ex-officio)
2. Lauren Miles (Seaver College, student)
3. Hope Dease (Seaver College, student)
4. Bernice Ledbetter (Graziadio Business School)
5. Melissa Espinoza (School of Public Policy)
6. Athletics representative
7. Human Resources representative

Minutes

- Call to order
 - Bryant Crubaugh call the meeting to order at 12:02pm
- Opening Devotional - Jamila Cupid
- Old Business
 - Adopting Minutes from [May 2021](#) & [Sept 2021](#)

- J. Goosby Smith brought to light that the February 2021 minutes have been altered and redacted after she met with the university's General Council due to concerns as the minutes are publicized.
 - Maria Wright made a motion to approve the minutes
 - The motion was seconded, but later retracted due to time constraints concerns.
 - Tanya Cooper suggested to motion approve the minutes at the next UDC meeting
 - J. Goosby Smith seconded the motion and asked Katrina Mitchell to send out the February and September minutes for review.
 - Events Calendar (please invite UDC@pepperdine.edu to any DEI event; spread the word)
 - J. Goosby Smith mentioned the email address and calendar, and how the Office for Community Belonging comes across diversity, equity, and inclusion (DEI) events on campus. This calendar will allow for all Pepperdine addresses to view and see what is going on.
 - It was mentioned this can help future DEI reports that the office and university will have to create.
 - Feedback and suggestions on how to better promote events on campus was posed.
 - DEI related events were clarified as anything that allows those to grow in diversity, equity, inclusion, and belonging initiatives
 - Community Belonging Concerns (CBC) - Summary of concerns and reminder of the link
 - J. Goosby Smith shared an update on the CBC concerns that have been submitted to date
 - Total of 16 submitted concerns
 - 3 submitted by faculty (1 faculty submitted the same one twice)
 - 1 staff
 - 13 students (all Seaver students)
 - Themes
 - Accessibility concerns
 - Poor greek life treatment
 - Freedom wall pro-life/choice incident
 - LGBTQ+ voice and lack of unisex bathroom locations (location of the bathrooms will be posted on the OCB website once they are fact-checked)
 - Subcommittees
 - UDC protocol for communication
 - Focusing on how community members can report to UDC on concerns of harassment and bullying

- A subcommittee member mentioned the subcommittee has raised questions as to which questions and concerns should go to UDC or go to OCB?
 - Many of these concerns can now go to OCB's concern form and inform those that submit a concern that UDC is regularly informed of the concerns. This allows for UDC members not to have the personal burden of working through student, staff, and faculty concerns.
- Sexual Relationships subcommittee
 - A subcommittee member mentioned the secular relationship policy is currently only applied to Seaver students. He posed the question: should we have this policy? If yes or no, then why? And what changes can we make and suggest?
 - The subcommittee has been gathering evidence of harm through various outlets such as social media accounts and public petitions being signed.
 - What does the subcommittee do next?
 - It was suggested that with the completion of the university's Strategic Plan 2030 and the WASC evaluation, why would UDC evaluate the policy now after those have been completed?
- New business
 - Potential Trainings:
 - OCB is working with Human Resources to create staff and faculty online trainings.
 - April Harris Akinloye asked if all UDC members can please make sure that their departments fill out the HR climate survey as OCB is gathering data and creating the trainings around the survey.
 - Potential training for UDC and other members of the Pepperdine community.
 - Multiple members asked if UDC can be trained in certain areas such as microaggressions and implicit biases.
- Events
 - Kinsey Exhibit and programming
 - CSOL MLK Lecture - Allison McKinney Timm
 - GSEP park clean up with foster parent group
 - OCB hosting Annual Day of Racial Healing event on 1/18 and 1/19
 - Edit - this event has since been moved to 2/16 and 2/17
- J. Goosby Smith adjourned the meeting at 1:34pm