

University Diversity Council  
Wednesday, May 12, 2021  
12:30 PM - 2:00 PM PT  
Zoom meeting

Members Present:

Chalak Richards, Chair (Caruso School of Law)  
Luisa Blanco Raynal (School of Public Policy)  
Rebecca Campos (Student Affairs)  
Lila Carlsen (Provost's Office)  
La Shonda Coleman (Student Affairs)  
Tanya Cooper (Caruso School of Law)  
Bryant Crubaugh (Seaver College)  
Jamila Cupid (Seaver College)  
Robert deMayo (Graduate School of Education and Psychology)  
Melissa Espinoza (School of Public Policy)  
Nate Ethell (Integrated Marketing and Communications)  
Alex Forero (Integrated Marketing and Communications)  
Sandra Harrison (Office of Student Accessibility)  
Seta Kahjarian (Office of Institutional Effectiveness)  
Lauren McGrath (Human Resources)  
Valerie Nowacki (Graziadio Business School)  
Mark Roosa (Libraries)  
Mark Tribbitt (Graziadio Business School)  
Maria Wright (Graduate School of Education and Psychology)  
Jeannie Gentile (Provost's Office, ex officio)

Members Absent:

Sara Barton (Office of the Chaplain)  
Kenzi Bishara (Seaver College)  
Dawn Emrich (Public Safety)  
Natalia Escobedo-Molina (Seaver College)  
Eric Wilson (Ex-Officio, University Church)

Guests:

Jaye Goosby Smith (Vice President for Community Belonging and Chief Diversity Officer)  
April Harris Akinloye (Associate Vice President for Community Belonging)

AGENDA

- I. Call to order
  - A. Chalak Richards called the meeting to order at 12:31 PM.
- II. Opening prayer

- B. Tanya Cooper led the opening prayer.
- III. Welcome Guests
  - A. Ms. Richards welcomed Dr. Jaye Goosby Smith and Dr. April Harris Akilonye.
  - B. Members of the committee introduced themselves and their role at the University
- IV. Review and approval of UDC minutes from the February 12, 2021 meeting.
  - A. Mr. deMayo moved for approval.
  - B. Ms. Coleman seconded the motion.
  - C. The Council unanimously approved the minutes from the February 12, 2021 meeting.
    - 1. Ms. Richards reminded the committee that all minutes once approved were publicly available on the Provost's [site](#).
- V. Student Code of Conduct
  - A. The Chair called for a discussion on the student code of conduct, specifically at Seaver surrounding our statements on sexuality, definitions of marriage, and appropriate sexuality. Discussion noted that this has arisen at multiple graduate schools, raising questions around the online marriage policy. Members commented that the marriage policy appeared to contradict the university's language around inclusivity and had an impact on university constituencies. In particular, the discussion encompassed the impact on recruiting potential students, faculty, and staff, and the quality of experience for current students, faculty and staff.
  - B. The Chair reminded the Council that a previous discussion on this topic was held at the February 13, 2020 meeting, where the immediate solution offered by Dean Mark Davis was to remove the general wording from the general code of conduct expectation. Furthermore, the UDC did not move to participate in the additional conversations in the process of those working changes. As a result, the council was not updated on the outcomes.
  - C. The UDC determined after further discussion of the impact of this statement on the university community that it was appropriate to form a subcommittee to study the policy, reach out to senior university leadership, and provide recommendations and guidance. She went on to ask for any members who would be willing to sit on a subcommittee to work on the policy and to reach out to university leadership.
    - a) Ms. McGrath, Ms. Harrison, Ms. Cooper, Ms. Espinoza, Mr. deMayo, Ms. Carlsen, and Mr. Crubaugh volunteered to be a part of the subcommittee.
    - b) Ms. Wright added that she would like to be part of the language to provide immediate support to the people on the front lines.
  - 1. The subcommittee was urged to have a conversation and to strategize in regards to the various students, staff, and faculty concerns. In particular, the committee was pointed to the Instagram account (QUEERATPEPP) that reflects what some community members are experiencing every day.

## V. Update on Communications - sub-committee

- A. The Communications subcommittee, consisting of Ms. Coleman, Mr. Ethell, Ms. Blanco-Raynal and Chair Richards provided a report. Ms. Coleman principally led the report. The subcommittee was in the process of creating a feedback form for the council to share their feedback on what that protocol should be. The timeline for the form to be in place would be by the end of June. The form would consist of a way for colleagues to communicate their concerns as well as assign who should be taking lead on those concerns; thereby setting clear boundaries and not overwhelming Council members.

## VI. School and Department Updates

### A. Libraries

1. Dean Roosa shared some special events occurring at the libraries. On March 11<sup>th</sup> the libraries in collaboration with Intercultural Affairs hosted the annual Larry D. Kimmons Memorial lecture featuring Dr. Brenda Stevenson, professor of history at UCLA.

On April, 27 the libraries, as part of its alumni author series hosted George Pepperdine College alum, Dr. Catherine Meeks class of 1970, who reflected on her time at Pepperdine and her lifelong commitment to truth and justice. Dr. Meeks was the founding Executive Director of the Absalom Jones Episcopal Center for Racial Healing, as well as retired Clara Carter Acree Distinguished Professor of Socio-Cultural Studies and Sociology from Wesleyan College. She's the author of (7) books and her most recent book is titled Passion for Justice, Ida B. Wells – A Prophet for Our Times (September 2019). It was a well-attended event and an important one for the Libraries. Lastly, this afternoon in recognition of Asian American and Pacific Islander Heritage month we will be hosting a [lecture](#) by award-winning historian Lon Kurashige, professor of history and spatial sciences at the University of Southern California. He is also an expert on Anti-Asian racism in the United States, and he will be discussing "Anti Asian Racism and Lessons from the Past" this afternoon via zoom followed by a conversation with Tuan Hoang professor of Great Books at Seaver College. These talks are also available on the library's YouTube channel.

### B. School of Law

1. Ms. Cooper shared that Seaver College wrapped up another year of SEED (Seeking Educational Equity and Diversity) Seminars at the Law School. Topics like privilege and oppression around isms like racism, sexism, heterosexism. She added that in the heterosexism session they copied Seaver's Model which was to hear from students on their deeply personal and painful student experiences, identifying as LGBTQ plus. There were 11 participants this year, up from seven last year. The participants who took the anonymous survey at the end stated that they would recommend it to someone else. She added that they are planning on hosting another SEED Seminar next year for the new Cohort.

Additionally, Tanya was asked to create a new seminar in the Online Masters of Legal Studies Program in place of the on-ground residences. She created Racism in the Law. Her first time teaching the course was in August and now it will be her fourth time teaching it in the MLS Program, where students use critical race theory to talk about the disproportionality and disparities that people of color face across all aspects of the legal system in America.

#### C. Student Affairs

1. Ms. Campos shared that they were about to celebrate a [LOQUI](#) virtual event, a celebration of diversity and inclusive excellence with many amazing students in the program. Some of whom you may already know like Amani McCaleb, President of BSA; Juan Carlos Hughes (who will be receiving an award), Sierra Bell from SGA (also receiving an award) to name a few. Some so many amazing students are centering the voices of the students and to be equity-minded for international students who are not able to come back into the country for a myriad of reasons. It is a great time of celebration to come together and appreciate and center in the voices of our students. In addition, ICA just hired a new Assistant Director Michael Hahn.
2. Ms. Coleman shared that Pepperdine's Athletics was moving towards the [NCAA Inclusion Forum](#); taking place virtually during the week of June 2 through June 4, where students, coaching staff, and administrative staff will be in attendance. Pepperdine in the past has had representation at the Inclusion Forum particularly at Common Ground which addresses how faith communities can be inclusive for the LGBTQ plus students and community members. Part of the Forum recognizes diversity across social identities. Additionally, the Waves Leadership Council has been intentional in creating space in their newsletters to focus on diversity, equity, and inclusion in a way that is meaningful to them. They have completed a tribute towards looking back at some of the student-athletes that have been a part of Pepperdine who advocated for diversity and inclusion and celebrating them and honoring those students who are currently doing great work. Athletics is being very intentional around this area and was one of the first to create a diversity and inclusion statement a few years ago.

#### D. Seaver College

1. Mr. Crubaugh shared that the Seaver Diversity Council just appointed an assistant director for the Center for Teaching Excellence, Dr. Diana Martinez, who will be focusing on inclusive pedagogy. In addition, we will be championing a pilot course called Becoming a More Equitable Educator. Mr. Crubaugh looks forward to sharing other opportunities to engage in inclusive pedagogy training and workshops. The other interesting program that received funding was a partnership between faculty and students to diversify course content. The funding will be used to pay students over the summer to

collaborate with a faculty member who wishes to diversify or add new elements, redesign a class or add diverse content to their syllabus on an existing course. There were 16 applications and some of those were GE classes with multiple faculty creating repository others were from upper divisions. There will be some research done on the results and we are hoping that this will be empowering.

E. Graduate School of Education and Psychology

1. Ms. Wright shared that this month was mental health awareness month and on Tuesday, May 25 Dr. Erlanger Turner (faculty member) will be presenting on the state of black mental health and psychology's role in reducing disparities. PGBS has been focusing on the black community with an emphasis on Microaggressions, intergenerational trauma, and other traumatic experiences related to racism and discrimination.

F. School of Public Policy

1. Ms. Espinoza shared that they were looking forward to some planning for the next academic year since this was the first official school-specific committee. Under the guidance of Dr. Blanco, they were developing a proposal to receive some budget support as well as add some more members from student representatives and faculty.

G. Pepperdine Graziadio Business School

1. Ms. Nowacki shared that the Diversity Council at PGBS were waiting for guidance from Dr. J and Dr. A. Ms. Nowacki added that she was tracking the hiring funnel at PGBS by using "Sherman Interview Builder Tool" to help assist in reducing the bias on how questions were posed during interviews as well as adding diversity-related questions. She summarized by stating that she was looking at the data and how they could reduce bias.

H. Integrated Marketing Communications

1. Mr. Ethell shared that IMC is the "guardian" of the written and spoken words at Pepperdine. Over the last several months and especially within the last year they have had a lot of inquiries on how to address certain issues on diversity. As a result, IMC has been working on developing a diversity and inclusion style guide. This guide will steer on how we speak on several different issues including topics on class gender, immigration status, LGBTQ plus, disabilities, race, and ethnicity. He added that it would be important for the council to review this style guide to make sure that IMC has the correct language in all areas. IMC will then share the style guide with the community to help build competency and clarity on how to communicate to all stakeholders around each other of these terms.

VII. UDC Business

- A. Ms. Richards shared that she will be stepping down as Chair of UDC but would still participate as a member. She added that the UDC was normally a co-chair council model and it will be open for nominations for the co-chair position under the leadership of Dr. Jaye and Dr. April. Ms. Richards informed

that an email would go out with the nomination process with the next co-chair being elected by the end of June. There followed discussion of the future of the UDC working with the Office of Community Belonging and resources that would be needed to be effective.

VIII. Adjournment

- A. Ms. Richards adjourned the meeting at 2:05 pm.