

University Diversity Council

Tuesday, November 10, 2020

4 – 5:30 p.m. PT

Zoom meeting

Members Present:

Chalak Richards, Chair (Caruso School of Law)
Sara Barton (Office of the Chaplain)
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)
Dawn Emrich (Public Safety)
Melissa Espinoza (School of Public Policy)
Alex Forero (Integrated Marketing and Communications)
Sandra Harrison (Office of Student Accessibility)
Valerie Nowacki (Graziadio Business School)
Mark Roosa (Libraries)
Mark Tribbitt (Graziadio Business School)
Jazmin Zane (Office of Institutional Effectiveness)
Michael Shires (School of Public Policy, Proxy)
Maria Wright (Graduate School of Education and Psychology, Guest)
Monique Smaby (ex officio)

Members Absent:

Christian Abad (Seaver College)
Natalia Escobedo-Molina (Seaver College)
Nate Ethell (Integrated Marketing and Communications)

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Luisa Blanco Raynal (School of Public Policy)

Jeannie Gentile (Provost's Office)

Lauren McGrath (Human Resources)

Eric Wilson (Ex-Officio, University Church)

AGENDA

- I. Call to order
 - A. Chalak Richards called the meeting to order at 4:02 pm
- II. Opening prayer
 - A. La Shona Coleman led the opening prayer.
- III. Welcome new members
 - A. Ms. Richards welcomed the new members and guests to the meeting. Dean Mark Roosa has joined the committee to represent the libraries. Professor Michael Shires will stand in as proxy for Luisa Blanco Raynal for this meeting. Maria Wright, chair of GSEP Diversity Council, observed at the request of Bob deMayo.
- IV. Review and approval of UDC minutes from September 11, 2020 meeting.
 - A. Ms. Coleman moved for approval.
 - B. Mr. deMayo seconded the motion.
 - C. The Council unanimously approved the minutes from the September 11, 2020 meeting.
- V. Responses to UDC Statement regarding SPP email campaign.
 - A. Ms. Richards shared an update that diversity leaders were able to speak with President Gash last week about the email campaign sent out from SPP and attributed to Dean Peterson. The President's Office wanted to hear from the Committee how each school has been affected and are responding to this matter. They would like to hear suggestions for next steps to move towards healing.

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1. She shared that there have been a variety of responses to both the email campaign and responses to the UDC statement. There have been requests to retract parts of the UDC statement.
- B. Ms. Richards called for discussion on how the various members of the university have been affected and suggestions on how to respond and provide the support that the Community is calling for.
1. Discussion noted that some statements were inaccurately attributed to the UDC in responses to the UDC statement. The council took notice of the Black@Pepperdine Instagram account, the [podcast](#) hosted by the Pepperdine Graphic, and other student and council statements. It was noted that the entire circumstance had caused a great deal of pain, embarrassment and some difficult circumstances for students, faculty, and staff. Further discussion elucidated comments about the hope that the University advances their values of diversity, equality, and inclusion, and the need for accountability and action. Ms. Richards asked the Council how they would like to address responding to responses from the letter, specifically:
 - Retracting or modifying the initial statement
 - A response to the request to apologize to Dean Peterson
 - A written response to what has been received
 2. Ms. Richards, asked the body to vote on issuing a follow up response to the UDC letter as a body. There was a unanimous decision that there will be no official UDC response.
 3. Ms. Richards asked the Council what actions UDC should recommend. The overwhelming sentiment was for action and not additional committees. It was recognized that each of the five schools would have different needs. GSEP is examining the curricula, decolonizing coursework, and promoting anti-racism strategies and is looking to the

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University for resources to support those efforts. GSBM advocates by changing curriculum and training for faculty.

4. **Action Item:** Ms. Richards, wrapped up the meeting by restating her notes that she will pass on.
 - a) The Council will suggest an open conversation forum to have all perspectives heard.
 - b) The UDC advises that the administration identify each school's specific needs, including; curricula, coursework, training, and tangible resources to support.
 - c) Engage the senior administration in the training and acknowledgment.
 - d) Suggest resources for outside facilitators and equipping Non-Black faculty, staff, and students with the tools to facilitate. Black and Brown faculty and staff are very taxed being asked to facilitate and donate time to this healing.

VI. Ms. Richards closed the meeting in prayer.

VII. Ms. Richards adjourned the meeting at 5:42 PM.

VIII. Agenda Items conducted via email:

A. School and department updates and areas of support

1. Chaplain's Office (provided by Sara Barton)

- a) The Office of the Chaplain is working with the Center for Faith and Learning and Religion/Philosophy Division to host Dr. Willie James Jennings from Yale Divinity School to discuss his book, *After Whiteness: An Education in Belonging*. Dr. Jennings will host a two-hour workshop in January and all employees will be invited to participate.
- b) The Office of the Chaplain is completing a review of our Seaver College programs in light of the themes of diversity, equity,

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inclusion, and justice. We are analyzing the themes in relation to student learning outcomes, student comments in forums and social media platforms, and summarizing specific plans moving forward to address any concerns that have been raised by students.

2. Student Affairs
3. Public Safety
4. Office of Student Accessibility
5. University Church
6. Office of Institutional Effectiveness (provided by Jazmin Zane)
 - a) OIE is currently developing an assessment project to examining DEI in more depth and to support the PAAT efforts. Part of the project will include an anonymous university-wide survey (faculty/staff/students) in order to collect consistent metrics across our different sub-populations (we will be administering the HEDS Diversity and Equity Campus Climate Survey).
 - b) There are two areas in which it would be great to solicit UDC support/feedback:
 - (1) Sending out a pre-notification to their respective schools, encouraging their community (especially faculty/staff) to complete the survey (this should go out close to the survey launch in March; OIE can provide email scripts)
 - (2) Providing OIE with additional questions or outcomes of interest, as we can supplement the survey with customized questions (we would need this by Feb 1).
7. Graziadio School of Business (provided by Mark Tribbit)
 - a) Launch of Graziadio Diversity council in June 2020
 - b) Closed out profiling of hispanic students, staff, and alumni as part of National Hispanic Heritage Month

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- c) Launched the Graziadio Diversity Website
<https://bschool.pepperdine.edu/about/diversity/>
 - d) Completed data collection for Graziadio Diversity Scorecard
8. Graduate School of Education and Psychology (provided by Maria Wright)
- a) We just had a great event with Dr. Shelly Harrell focusing on Microaggressions. We had over 200 registrants, and 125 attendees (faculty, staff, students, alumni, and representatives from other schools). We have a pretty full spring event schedule ready to go:
 - (1) January - Dr. Thema Bryant Davis - Generational Trauma within the Black community
 - (2) February - Dr. Anita Phillips - Faith and Anti-Racism (joint event with CSOL)
 - (3) March - TBD
 - (4) April - TBD - Possibly Diversity in Education event with Dr. Kevin Wong (Not confirmed)
 - (5) May - Dr. Erlanger Turner - Mental Health and the Black Community
 - b) As for asks, those are still the same as before:
 - (1) I believe there is a strong need for outside facilitation of community dialogues and facilitation training for all staff and faculty. Our Black and Brown faculty and staff are tired and it would be great to have other members of our community trained to led those necessary conversations. Also, official training and certification in the areas of implicit bias, serving diverse populations, and cultural sensitivity are critical for members of our community. Resources like training materials, books, speaker fees,

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honorariums for faculty, and staff donating their time and expertise are needed.

9. School of Public Policy (provided by Melissa Espinoza)
 - a) Working to finalize the SPP Diversity Committee, approved guiding document/ bylaws and finished our application and outreach process to ensure we have representation from all constituents including – alumni, students, faculty, staff and SPP board members.
 - b) Waiting on approval to make SPP Diversity web page updates
 - c) Highlight of some Summer/Fall Event:
 - (1) When Policy is Personal - Race and Public Safety
 - (2) The Path Back to School - Best Practices & Special Education
 - (3) Race in Education
 - (4) Women Leading Regional and Local Change in Environmental Policy
 - (5) Law Enforcement and Public Policy
 - d) joint devotional or community prayer event in the near future.
10. Seaver College (provided by Bryant Crubaugh)
 - a) Launching the Seaver Faculty of Color group and the Seaver Staff of Color Group
 - b) Drafting, approving, and releasing our own [statement](#) in response to Dean Peterson's actions (on 10/19)
 - c) Reviewing DEI related pedagogical training and participating in a pilot as a follow up/alternative to SEED
 - d) Proposing a physical and digital space for historical recognition of past injustice at Pepperdine
 - e) Planning and launching staff and faculty antiracist book groups

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- f) Discussing access and retention of international students during digital learning
 - g) Planning workshops to encourage student learning amidst microaggressions and other related class experiences
 - h) Working with the career center to create a resource for finding internships for students of color
 - i) Maintaining the Seaver Diversity Calendar and reworking the Seaver diversity website and including a new page for SDC activities
11. School of Law (provided by Tanya Cooper)
- a) Released the attached statement from the CSOL Diversity Council yesterday
 - b) Updated CSOL Diversity Council [webpage](#)
 - c) Hired our first Assistant Dean of Student Life, Diversity, and Belonging, Chalak Richards
 - d) Launched our Diversity and Belonging [webpage](#) with our diversity initiatives
 - e) Released our [Strategic Plan for Diversity and Belonging](#)
 - f) Started our second SEED (Seeking Educational Equity and Diversity) seminar with 11 participants and 2 facilitators
 - g) Continued our Open Conversation series once a month for our community around divisive topics
 - h) Held several events around race, diversity and the law, which are available for viewing [here](#).